DOCUMENT RESUME

ED 161 985 UD 018 666

AUTHOR	Weston, Elsie M.
TITLE	Women at Work in Los Angeles County.
INSTITUTION	California Employment Development Dept., Los Angeles.
PUB DATE	Dec 76
NOTE	181p.; Not available in hard copy due to print format of the original document
EDRS PRICE	MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	Academic Achievement; Employment Projections; *Employment Statistics; *Family Relationship; Heads of Households; Marital Status; Postsecondary Education; *Socioeconomic Status; *Womens Education; *Working Women
IDENTIFIERS	*California (Los Angeles County)

ABSTRACT

This publication reviews the status of women in the labor market of Los Angeles County. Some of the topics dealt with include the changes in status that have already occurred, some of the barriers still existing, and projections of women's status in the future. Specific areas explored in this document include women's participation in the work force, their occupations, incomes, education, training, and family life and responsibilities. Comparative data are presented in the form of tables, graphs, and charts. A list of references is also provided. (EB)

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WOMEN AT WORK

IN

LOS ANGELES COUNTY

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December 1976

ACKNOWLEDGMENTS

Robert L. Jones	Editing Assistance
Fay Martov	Cover Design

e Division acknowledges with appreciation the information provided by the Program anning Section, Staffing Services Division, of the County of Los Angeles.

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I. PREFACE

This publication reviews the status of women in the labor market in the Los Angeles-Long Beach Standard Metropolitan Statistical Area (Los Angeles County), the changes in status that have already occurred, some of the barriers still existing, and some view of the future.

The early 1970's mark a period of dramatic changes and breakthroughs for women. Their participation in the work force, their occupations, incomes, education, training, and family life and responsibilities have all been explored as important issues of the day.

The announcement and observance of the International Women's Year in 1975 brought even more focus and attention to women nationally and throughout the world.

This event attracted attention to the basic similarity in women worker's needs and problems in most parts of the world that while wide differences exist in approaches and solutions from one region and country to another because of varying political, cultural, economical, and social structures, women everywhere still have much the same difficult and serious job problems.

While much action has been taken to promote equal opportunity and treatment of women, more action is needed before optimum development and utilization of womenpower is achieved.

In the United States, acknowledgment of womenpower as a ready source to balance critical and current needs of our ever-expanding economy is becoming more evident. As Richard F. Schubert, Undersecretary of Labor, states:

"....Considerable attention is being directed in the United States and elsewhere to seeking out and prying out energy from such exotic sources as the wind, from refuse, from the heat of the earth's mantle, from the sun.

"But there is another source of energy too often overlooked, a source that can not only help provide the productive power needed if the world is to meet the enormous demands created by populations with rising expectations, but a source that is a powerful wellspring of the kind of imagination, intelligence, creativity, and compassion that have always been in short supply and are today needed more than ever before. That neglected source of energy resides in the unused potential of women."

II. HIGHLIGHTS

NUMBER ---------- More than one out of every three women in California live in Los Angeles County.

The number of women in the labor force in the County more than doubled between 1960 and 1970; at the latest census count women comprised 39 percent of the total civilian labor force.

AGE ---------- More than one-half of all women 18 to 54 years of age were in the labor force.

MARITAL STATUS ---------- Married women (husbands present) accounted for 52 percent of all women workers.

Of all married women (husbands present), 41 percent were in the labor market.

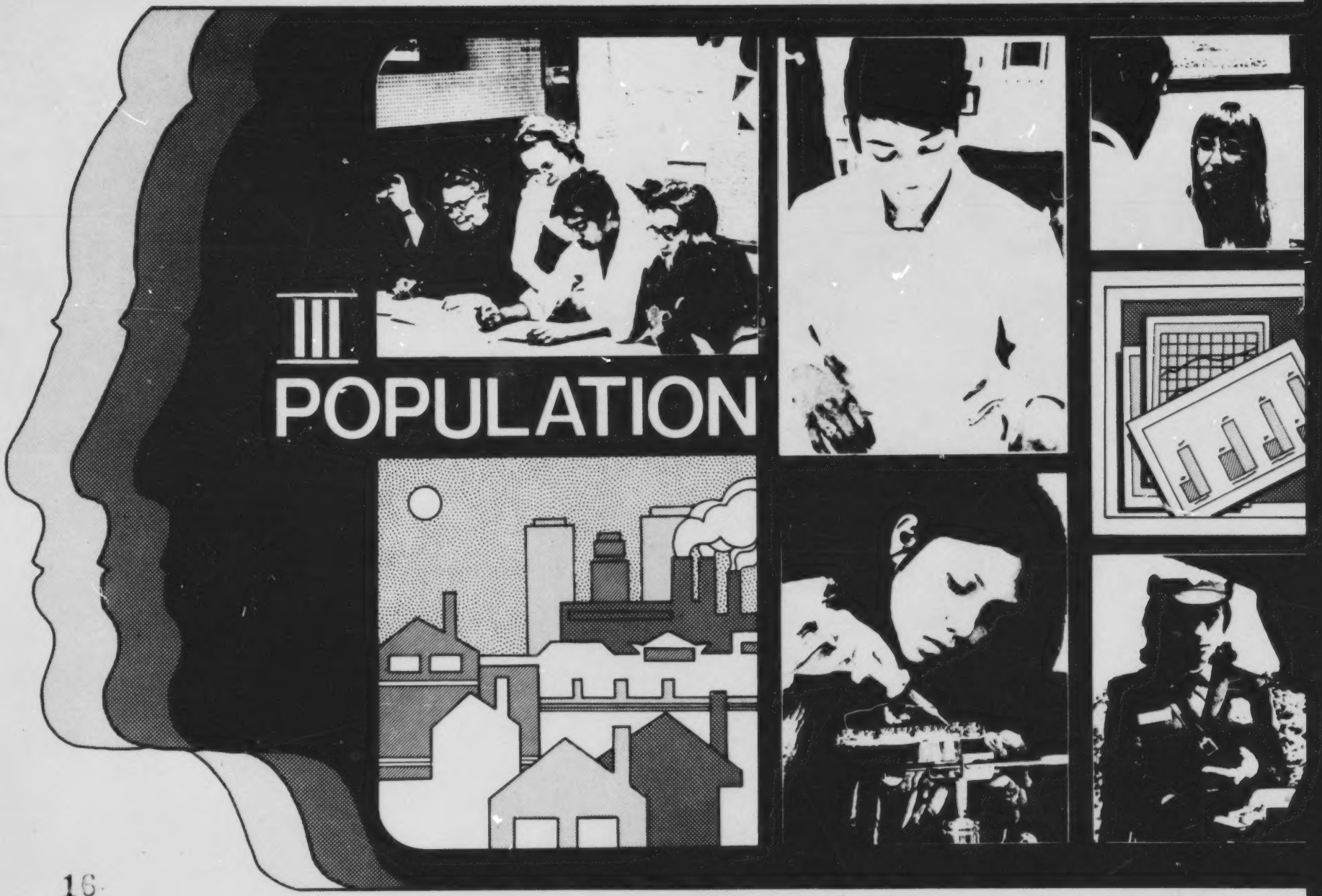
WOMEN HEADS OF HOUSEHOLDS ----- Thirteen percent of the family heads in Los Angeles County were women.

The highest labor force participation of family heads was among women 45 to 54 years old.

WORKING MOTHERS ---------- 33 percent of mothers with children under 6 years of age and 51 percent of mothers with children 6 to 17 were in the labor force.

EMPLOYMENT PATTERNS ---------- Women "firsts" are noticeable in many fields previously held exclusively by males.

UNEMPLOYMENT ----------	The unemployment rate for women was greater than that for the total labor force.
OCCUPATIONS ----------	Women workers remain concentrated in a few major occupation groups with over 50 percent working in clerical and service jobs; they account for 36 to 38 percent of the professional, sales, and operative workers.
INDUSTRIES ----------	Most women are employed in services; wholesale and retail trade; finance, insurance, and real estate; and government.
EDUCATION ----------	College enrollments of women have increased. Women accounted for about 43 percent of all college students in Los Angeles County facilities in the 1973-1975 school years. Among persons 25 years old and over in 1970, the median school years completed by men and women were 12.5 and 12.3, respectively.


III
POPULATION

III. POPULATION

The total population of the Los Angeles County area in 1970 was slightly over 7 million and over 50 percent of this number were women. The county ranks first in population among the 58 counties in the state.

TABLE 1

WOMEN IN LOS ANGELES COUNTY AS A PERCENTAGE OF TOTAL POPULATION BY AGE JULY 1976

AGE	POPULATION	WOMEN	PERCENTAGE
Total	7,008,400	3,618,000	51.6
17 and under	2,032,436	1,013,040	49.8
18 - 64	4,275,124	2,170,800	50.7
65 and over	700,840	434,160	61.9

Sources: Department of Commerce, Bureau of Census
Employment Development Department

Los Angeles County is one of the largest labor markets in the nation and is comprised of many urban areas. The county ranks highly not only in population but in other measures of economic attainment including high levels of employment, personal income, and retail sales. In addition, the Los Angeles area is characterized by a large number of widely scattered industrial and commercial areas. This is in strong contrast with many other major metropolitan areas which have distinct concentrated business and industrial centers.

Distribution

Table 2 shows the distribution of women in the population and in the County work force. On page 83, Table 26 shows total Los Angeles County population in 1976 by age, sex, race, and ethnic groups.

TABLE 2

DISTRIBUTION OF WOMEN IN LOS ANGELES COUNTY POPULATION AND WORK FORCE JULY 1976

	TOTAL	WOMEN	PERCENT
County Population	7,008,400	3,618,000	51.6
County Work Force	3,242,500	1,264,900	39.0

Sources: Department of Commerce, Bureau of Census
Employment Development Department

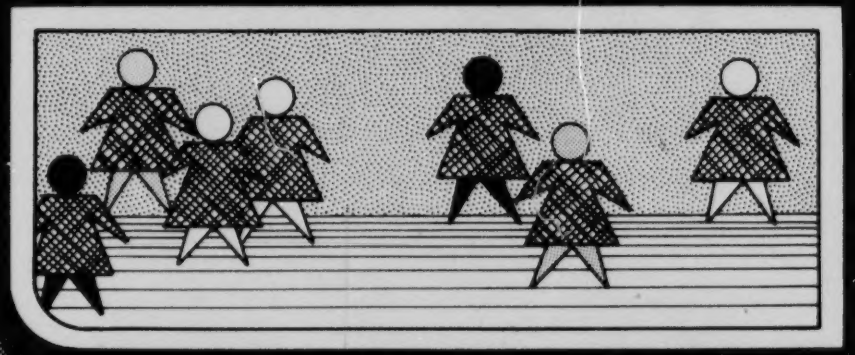
Age Distribution

The sharp decline in birth rates and the longer life expectancy of women (an advantage of 8 years over men) has had a marked impact on the size and age-sex distribution of the population.

According to the California State Department of Finance, the median age of the Los Angeles County residents in July 1970 was 29.29. The median age for women was 30.13, the median age for men was 28.39.

AGE GROUPS	AGE DISTRIBUTION OF WOMEN
Total	100.0
17 and under	27.9
18 - 64	60.4
65 and over	11.7

IV LABOR FORCE PARTICIPATION TRENDS AND DEMOGRAPHIC CHARACTERISTICS



IV. LABOR FORCE PARTICIPATION, TRENDS AND DEMOGRAPHIC CHARACTERISTICS

LABOR FORCE PARTICIPATION AND TRENDS

While women have always worked in and out of the home, major changes have occurred in their labor force participation and in the kinds and numbers of women who work. In 1920, only one out of five workers was a woman; the average woman worker was single and 28 years old. In 1970, better than one in three workers was female and she was most likely married and 39 years old.

During the war years, women moved into the aircraft, munitions and armament factories and heavy industries such as shipbuilding. Scientific and technological advances following World War II eased household responsibiities and freed more women for work outside the home. Since that time women have increasingly participated in the work force.

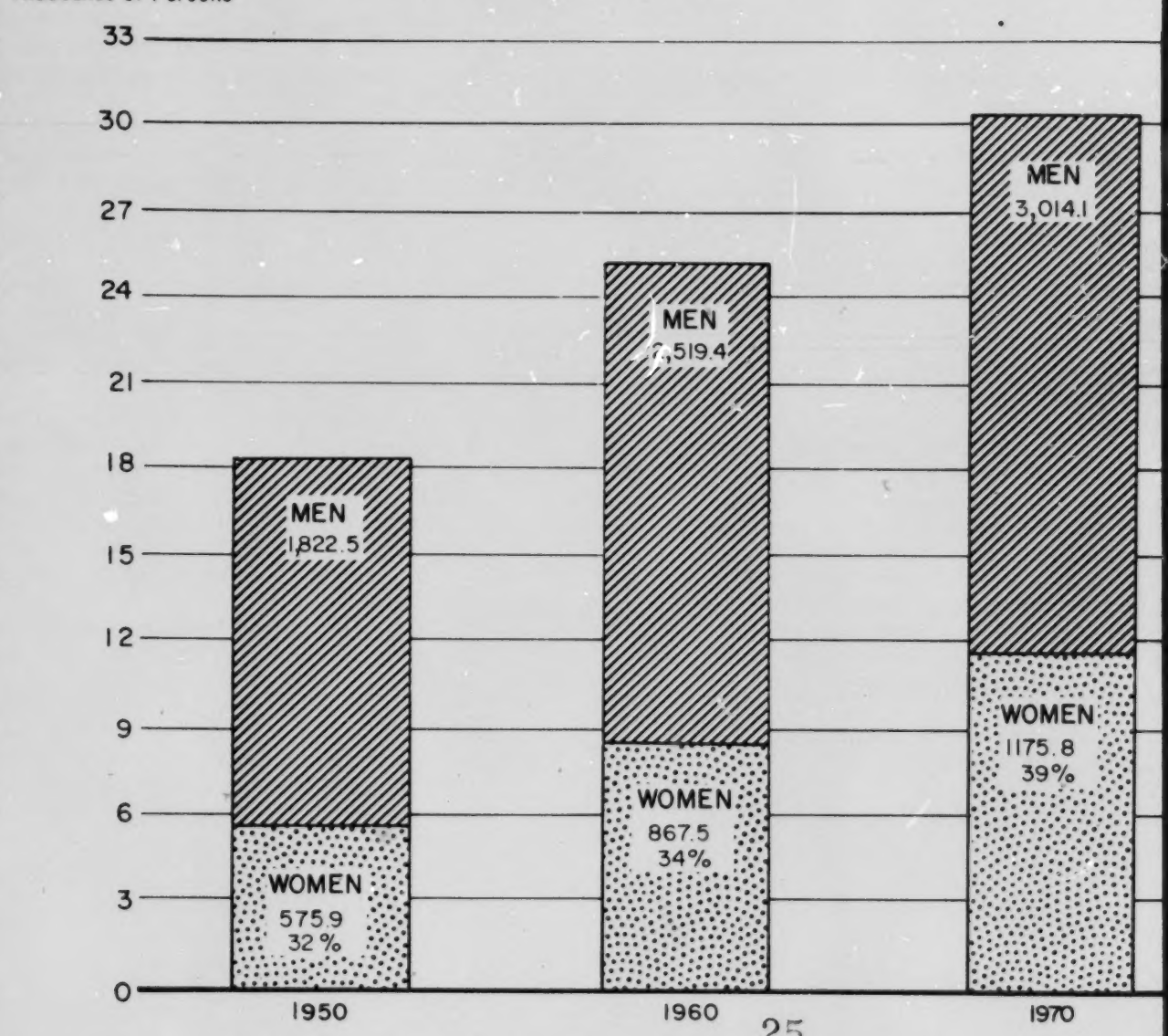
In Los Angeles County, the total labor force rose from an annual average of 3,034,000 in July 1970 to 3,242,000 in July 1976. The number of women in the labor force in Los Angeles County rose from more than 575,900 in 1950 to over 1,175,800 in 1970 (Chart A, page 6 and Table 18, Appendix, page 75). That figure continues to rise as the number of working wives continues. A fact to note is that California has a higher proportion of young people than other states.

Women's participation rates vary by age group. More than one-half of the women in most working age groups except the very youngest and oldest are now in the labor force (Charts B and C, pages 7 and 8 and Table 3, page 9). Labor force participation, like lifestyles and job opportunities, vary with place of residence.

In Los Angeles County during 1950, 1960, and 1970, less than 20 percent of 16 and 17 year old females were in the labor force. This reflects a high level of school attendance by teenage girls. The mid sixties saw an upsurge into the labor market of younger women. But during 1950 and 1960 the proportion of older workers in the work force also increased dramatically. In 1960, the percentage of women 45 to 64 years of age in the labor force had risen above that of the 20 to 34 year old women (Chart B, page 7). In 1970, there was participation of 50 percent or more in the age groups 18 to 54, with peak participation shown by women 20 to 24 years old (71 percent) (Table 3, page 9). Forty-five percent of the women 55 to 64 years old were working in contrast to 29 percent in 1950. The participation rate for those 65 and over was below 11 percent during each of the years, 1950, 1960, 1970 (Table 3, page 9). The proportion and participation rates of workers age 70 and over fall with increasing age to less than 5 percent.

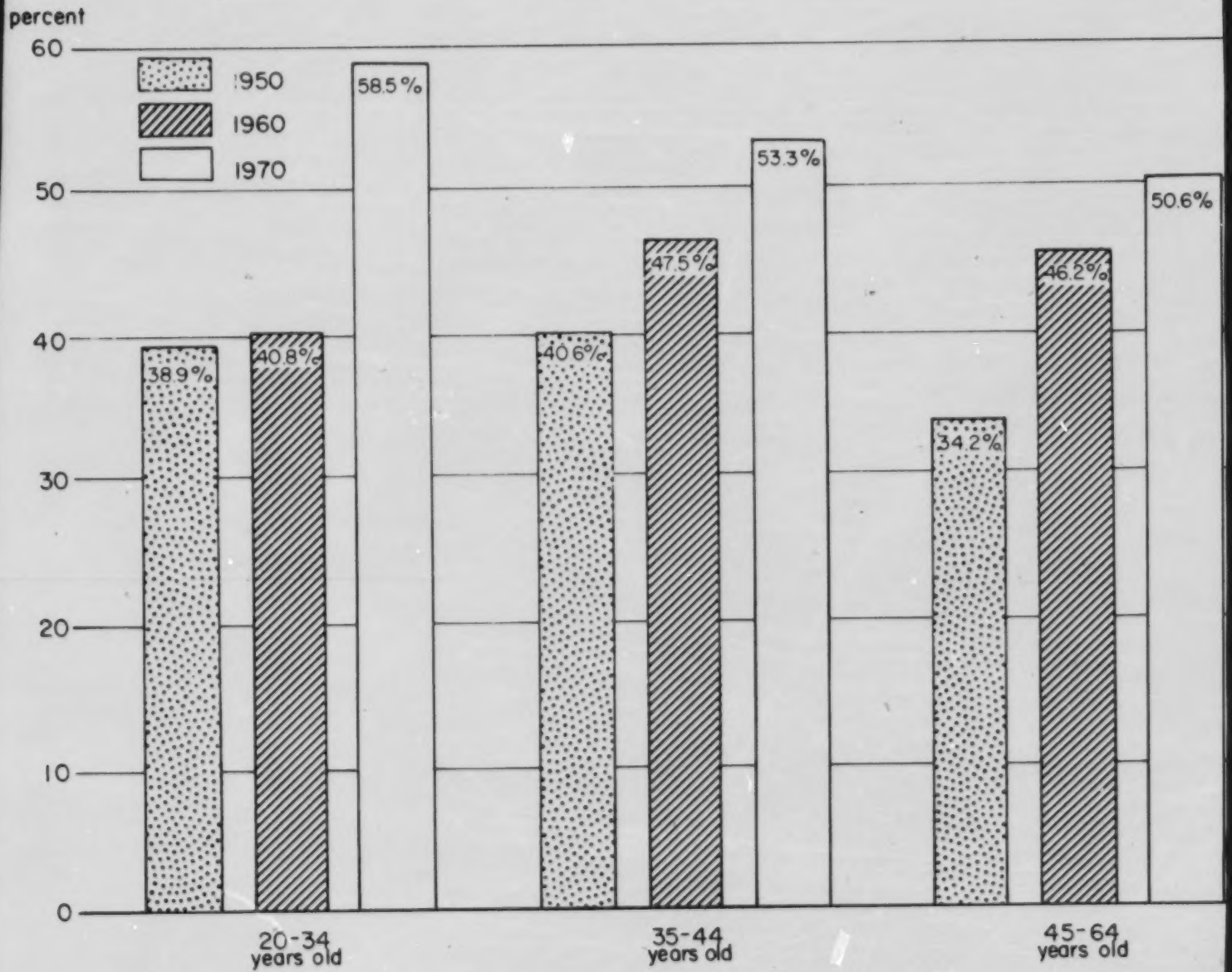
In 1970, the overall participation rate for all women was 44.6 compared to 78.8 for men. (Table 18, Appendix, page 75).

CHART A – CIVILIAN LABOR FORCE BY SEX
LOS ANGELES COUNTY
1950, 1960, 1970



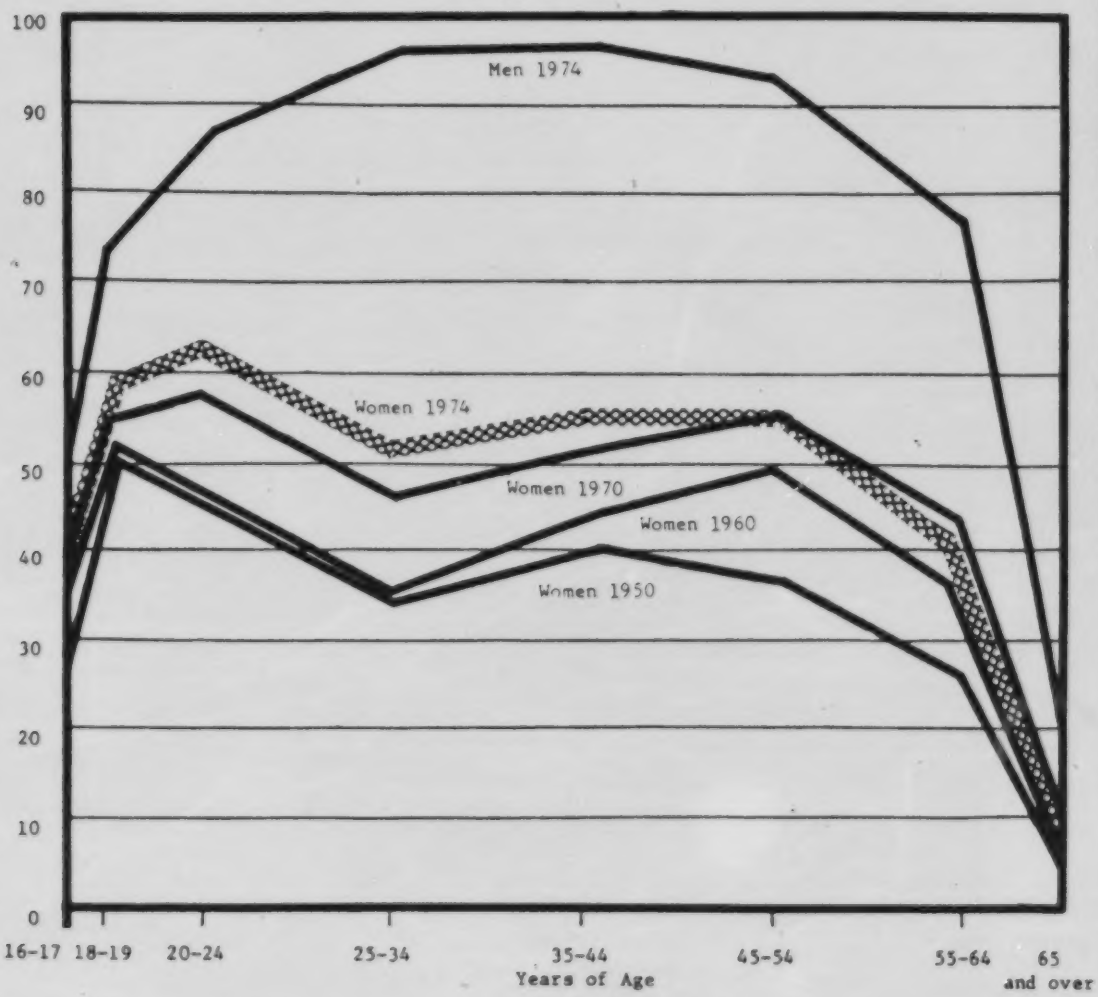
SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

CHART B – PARTICIPATION OF WOMEN IN THE CIVILIAN LABOR FORCE
BY SELECTED AGE GROUPS: 1950, 1960, 1970
LOS ANGELES COUNTY



SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

CHART C – LABOR FORCE PARTICIPATION RATES
BY AGE AND SEX, SELECTED YEARS, 1950-1974
(annual averages)
UNITED STATES



Source: U.S. Department of Labor
Bureau of Labor Statistics

TABLE 3

FEMALE PARTICIPATION IN THE LABOR FORCE BY AGE GROUP
LOS ANGELES COUNTY 1950, 1960, 1970

Age Group	(1950) Female Population	(1950) Civilian Labor Force	(1950) Percent	(1960) Female Population	(1960) Civilian Labor Force	(1960) Percent	(1970) Female Population	(1970) Civilian Labor Force	(1970) Percent
TOTAL	1,737,035	574,085	33.1	2,193,147	851,905	38.8	2,638,445	1,209,481	45.8
16-17	45,955	6,025	13.1	83,470	16,089	19.3	123,696	24,726	19.9
18-19	50,470	21,295	42.1	72,588	35,744	49.2	117,700	62,154	52.8
20-24	156,520	70,575	45.0	187,134	90,610	48.4	307,233	218,206	71.0
25-34	393,770	143,565	36.5	414,795	155,149	37.4	478,826	241,476	50.4
35-44	350,055	142,120	40.6	460,647	219,228	47.5	427,519	227,734	53.4
45-54	282,035	108,990	38.6	368,533	189,490	51.4	443,671	243,543	54.9
55-64	224,535	64,265	28.6	281,826	111,169	39.5	337,803	152,036	45.0
65+over	233,695	17,250	7.4	324,154	34,426	10.6	401,997	39,606	9.9

Source: Department of Commerce, Bureau of Census

In 1970, the labor force participation rate for Black women exceeds the rate of White and Spanish-surnamed women (Table 18, Appendix, page 75). Most women workers are married and living with their husbands. The rest of the female labor force is about equally divided between single women and those who are widowed, divorced, or separated from husbands, young enough to work, and who do not have small children.

The Bureau of Labor Statistics reports increases in labor force participation rates are expected to continue for all but the youngest and oldest groups, but a remarkable shift has already occurred. While age still has the same relative effect on participation rates as it did in 1950, the growth in participation rates for all women has been so rapid that the proportion of women in all age groups except the youngest and oldest who are in the work force today exceeds the rate of the most active age group of 1950.

The sharp increase in the participation of young workers has had an effect on the lowering of the average age. In 1974, the median age of women in the work force was only 36 years, five years less than in 1960. Researchers have found that although an increasing number of women have entered the work force to work full-time and part-time, they still consider housework as their principal activity. According to recent studies, nearly two-thirds of all working women have families to care for, and the working wife, in addition to her wide range of household chores, spends up to forty hours a week on housekeeping and child care. The Manpower Report of the President reports that the majority of these persons outside the labor force in the fourth quarter of 1974 were women keeping house, and the remainder were retirees and students.

A number of factors have contributed to the increased labor force participation of women: Increase in white-collar jobs and part-time employment opportunities, more educational opportunites and attainment which have widened the range of jobs women may get and hold, increasing divorce rates, more women remaining single longer and having fewer children when they do marry. Moreover, as women find paid employment more appealing, the trend toward smaller families is accentuated. On the other hand, awareness of barriers to employment for women has brought about legislative enactments and Government programs in an effort to eradicate discrimination in any form (Table 32, Appendix, pages 90 and 91).

As much as anything else, it is the widening of domestic alternatives along with financial necessity and personal satisfaction that has led most women to assert themselves in the world outside the home.

Marital Status

Prior to World War II about 65 percent of all employed women were single, widowed, or divorced and had to be self-supporting. Since 1950, the participation of married women has risen sharply and single women no longer predominate in the female labor force. This trend is expected to continue as marital status becomes a less significant factor in determining work force activity.

In 1950 in Los Angeles County, (Table 4, page 12), married women (husbands present) made up 48 percent of all working women. This percentage increased to 54 percent in 1960 and decreased to 52 percent in 1970. Nationally, the percentage of married women (husbands present) rose from 54 percent of all working women in 1960 to 58 percent in 1974. Comparable figures for Los Angeles County in 1974 are not available.

The number of married women in the labor force (husbands present) in 1950, more than doubled by 1970 in Los Angeles County. The number of women household heads (husbands absent) along with women divorced and widowed account for about one-fourth of the female labor force. As shown in Table 5, page 13, only 25 percent of married women (husbands present) in 1950 were in the labor force. This proportion jumped to over 33 percent in 1960 and to 41 percent in 1970. The rates of labor force participation among single women and other non-married women have been more stable. Despite the rise in the rate for married women (husbands present), their participation rate is still the lowest of any marital group except for the widowed. Divorced women show the highest participation rates, possibly because of the loss of the husband's income and need to care for young children.

Married men remain the largest component of the work force, but it is evident that with the growing participation of married women and single persons, this dominance will decline.

Women Heads of Households

Because of the increasing prevalence of dissolved marriages and the tendency of women to outlive men, the number of women heads of families is growing rapidly.

The Bureau of Census estimates that by 1980 one out of four households in the nation will be headed by a woman, an increase from one out of eight households so headed in 1973.

About one-half of the women who head families are in the labor force, but proportionately more women family heads than men family heads are below the poverty level. In Los Angeles County in 1970 over 66,300 female family heads were below the poverty level (Table 28, page 85). This incidence of poverty is the most important

TABLE 4

WOMEN IN THE POPULATION AND LABOR FORCE BY MARITAL STATUS
LOS ANGELES 1950, 1960, 1970

MARITAL STATUS	POPULATION			PERCENT DISTRIBUTION		
	1950 a/	1960 a/	1970 b/	1950	1960	1970
TOTAL	1,783,560	2,513,679	2,765,648	100.0	100.0	100.0
Single	284,690	412,863	610,209	16.0	16.4	22.1
Married	1,155,255	1,641,778	1,607,515	64.8	65.3	58.1
Husband Present	1,091,780	1,543,706	1,485,049	61.2	61.4	53.7
Husband Absent	63,475	98,072	122,466	3.6	3.9	4.4
Widowed	245,110	312,798	332,001	13.7	12.5	12.0
Divorced	98,505	146,240	215,923	5.5	5.8	7.8

MARITAL STATUS	LABOR FORCE			PERCENT DISTRIBUTION		
	1950	1960	1970	1950	1960	1970
TOTAL	576,755	946,296	1,176,229	100.0	100.0	100.0
Single	137,060	185,058	673,746	23.8	19.6	22.9
Married	439,695	566,030	269,209	76.2	59.8	57.3
Husband Present	276,380	514,759	608,284	47.9	54.4	51.7
Husband Absent	163,315	51,271	65,462	28.3	5.4	5.6
Widowed	c/----	88,935	85,255	----	9.4	7.2
Divorced	c/------	106,273	148,019	----	11.2	12.6

a/ Marital and family data relate to the population 14 years and over.
b/ Marital and family data relate to the labor force 16 years and over beginning 1970.
c/ Data not available.

Source: Department of Commerce, Bureau of Census

TABLE 5

LABOR FORCE PARTICIPATION RATES
OF WOMEN BY MARITAL STATUS
LOS ANGELES COUNTY 1950, 1960, 1970

MARITAL STATUS	1950	1960	1970 a/
TOTAL	32.2	37.7	42.5
Single	48.1	44.8	44.1
Married	38.1	34.5	41.9
Husband Present	25.3	33.4	41.0
Husband Absent	b/	52.3	53.4
Widowed	b/	28.4	25.7
Divorced	b/	72.7	68.6

a/ Marital and family data relate to labor force and population 16 years and over.
b/ Data not available.

Source: Department of Commerce, Bureau of Census

difference between men and women family heads. This continued pay and job differentials are also indicative of the pattern faced by most working women. Although all working women are not family heads, most women who are denied the range of employment choices as men are in constant jeopardy of poverty.

Census figures in 1975 show that the proportion of low-income families headed by women has also risen sharply and steadily since 1960. Recent studies by the U.S. Department of Labor show that one in three of U.S. families headed by women is living at or below the poverty level. By contrast, only one in eighteen families headed by a man lives at the poverty level.

Although more white than black families are headed by women, the proportion of black families with women heads is greater, and poverty in this group is thereby intensified.

In Los Angeles County in 1970, of the 1,769,300 family heads, about 236,500, or 13 percent, were women (Table 19, Appendix, page 76). Of the nearly 59,000 women family heads with children under six, 50 percent were in the work force. In 1970, the highest labor force participation of family heads was among those women 45 to 54 years of age. This can be attributed in part to widows and divorcees entering the labor market.

Many homes have husbands whose earnings are just average, and where the addition of wives' earnings enables the family to live in more comfortable circumstances. Others have husbands who work part-time only or not at all, and the wife is the major or sole wage earner.

But, in some instances where the wife works, the family's income and living standards are still at or near poverty level. In some homes there are no husbands and the families are headed by women.

The mean income for Los Angeles County families headed by women 14 years and over in 1969 was $6,725 compared with $12,783 for all families (Table 20, Appendix, page 77). About 144,500 families, or 8 percent of all families, had incomes in 1969 below the poverty level. A large proportion (90 percent) of the nearly 66,300 family heads with incomes below the poverty level had children under eighteen years of age and about 51 percent had children under six (Table 28, Appendix, page 85).

Working Mothers

The increase in the number and proportion of married women in the work force has been accompanied by an increase in the number and proportion of working mothers.

In Los Angeles County, 43 percent of all mothers with children under 18 were in the labor force in 1970, and these mothers represented more than 35 percent of the female labor force (Table 6, page 16). Nearly 257,000 mothers with children 6 to 17 years of age, or 52 percent of all mothers in the population, were in the labor force. Nearly 156,000, or about 33 percent of the over 467,000 mothers of children under 6 were in the labor force. The participation rate for mothers with children 6 to 17 years old (51 percent) was one and one-half times greater than that of mothers with children under 6. This indicates that young children are a major limiting influence on mothers' labor force participation.

Chart D, page 17, summarizes labor force indicators for women in Los Angeles County in 1970.

TABLE 6

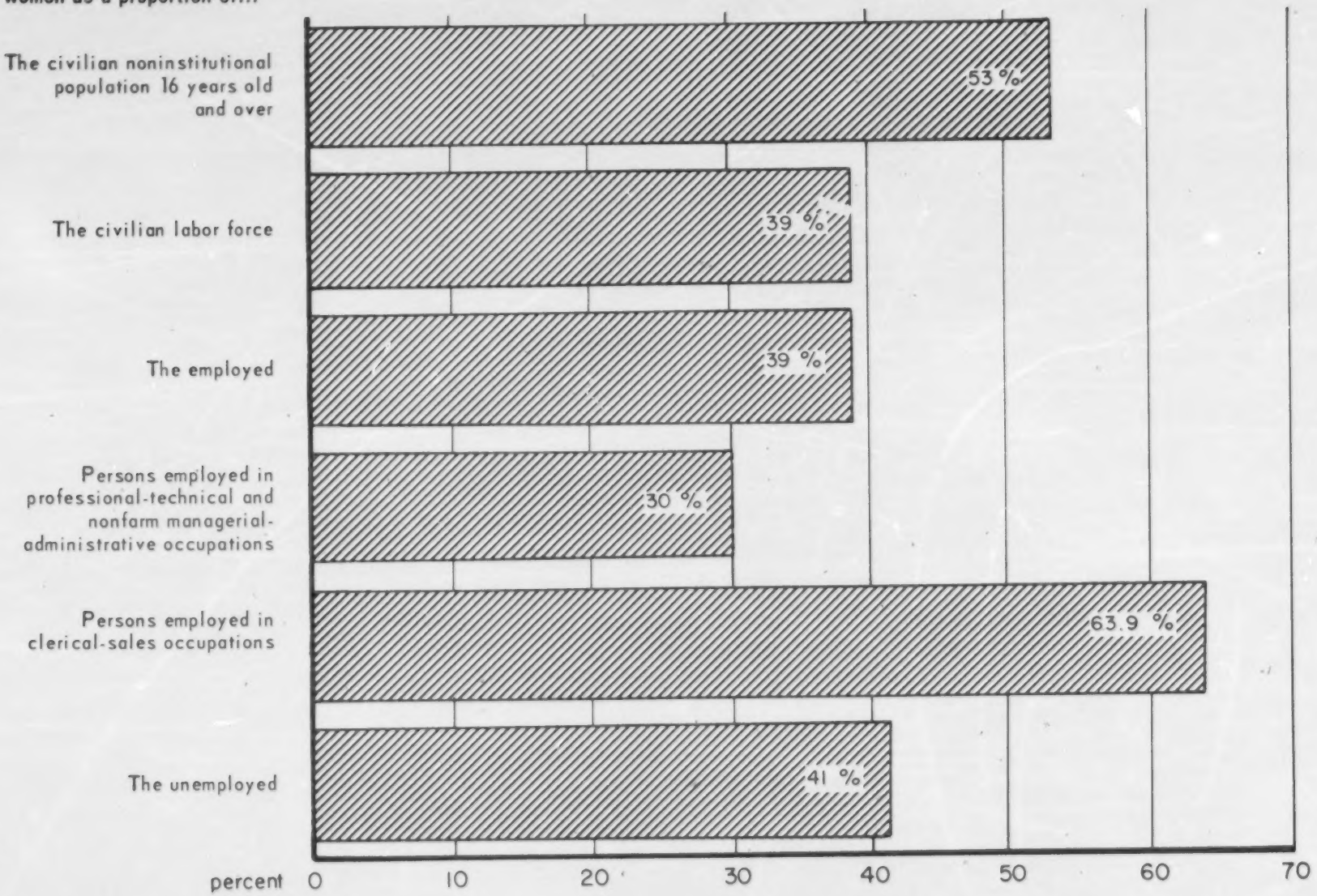
MOTHERS IN THE POPULATION AND LABOR FORCE, BY MARITAL STATUS AND BY AGE OF CHILDREN
LOS ANGELES, 1970

Marital status and age of children	Number		Percent distribution		Percent in labor force
	Population	Labor force	Population	Labor force	
Mothers with children under 18 years	967,065	412,399	100.0	100.0	42.6
Married, husband present	797,403	304,188	82.4	73.7	38.1
Other women a/	169,662	108,211	17.5	26.2	63.7
Mothers with children 6 to 17 only	499,902	256,651	51.7	62.2	51.3
Married, husband present	404,055	188,300	43.1	45.6	46.6
Other women	95,847	68,351	9.9	16.5	71.3
Mothers with children under 6	467,163	155,748	48.3	37.7	33.3
Married, husband present	393,348	115,888	40.6	28.1	29.5
Other women	73,815	39,860	7.6	9.6	54.0

a/ Includes widowed, divorced, and married women (husband absent).

Source: Department of Commerce, Bureau of Census

CHART D – SUMMARY LABOR FORCE INDICATORS FOR WOMEN
LOS ANGELES COUNTY
1970



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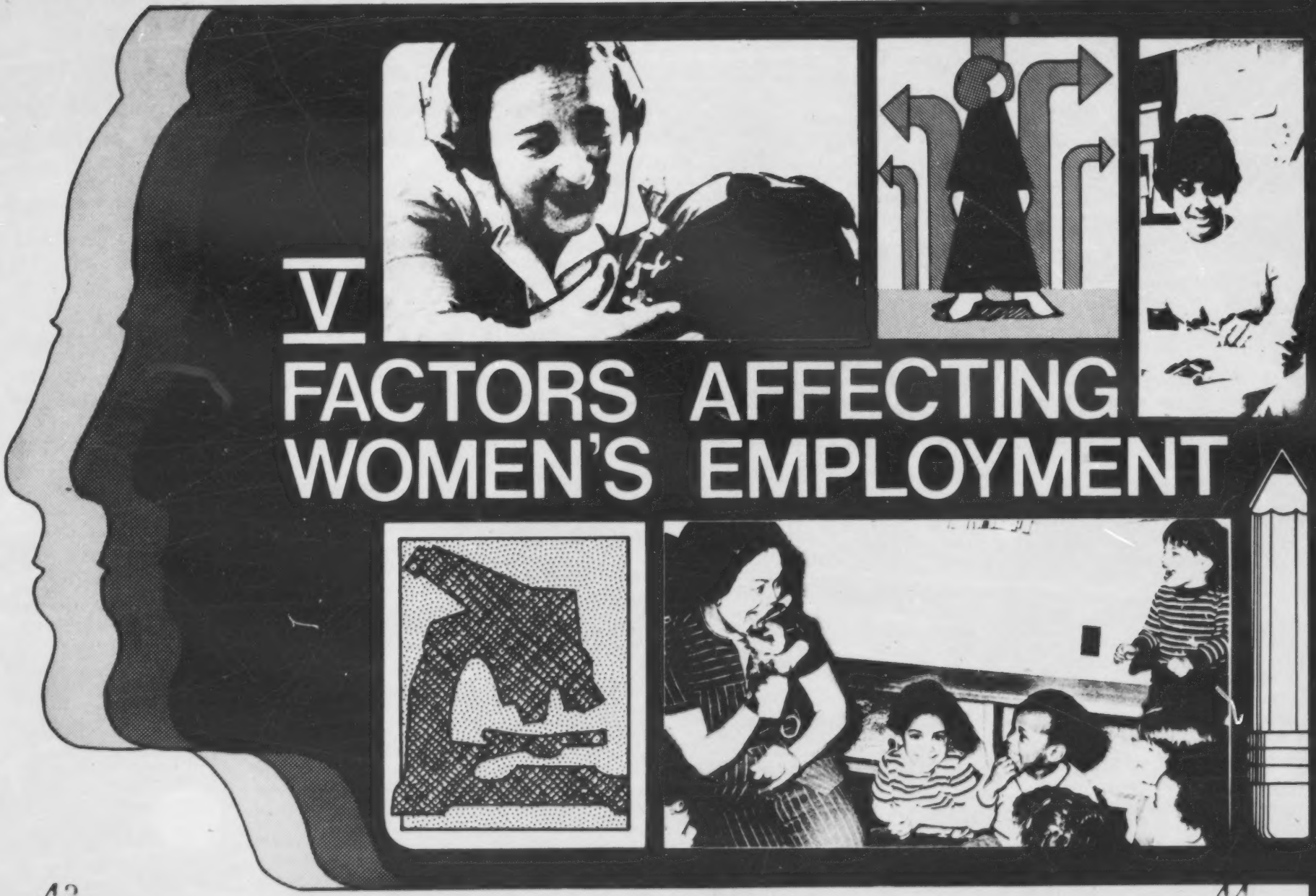
SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS


V
FACTORS AFFECTING
WOMEN'S EMPLOYMENT

V. FACTORS AFFECTING WOMEN'S EMPLOYMENT

Are women clustered in low paying jobs and few kinds of jobs because of choice? Despite legislative enactments, about 36 million working women in the nation still encounter difficulties in obtaining equal opportunities to be hired, to be paid equal salary with male workers, and equal opportunity to move into higher paying jobs. They are often seen as threats to men and as intruders on a male domain. This suggests that underutilization and underrepresentation of women rest upon underlying forces and obstacles. A few are discussed below.

Myths and Sterotypes

A number of myths and stereotypes about women workers are being eliminated under the pressure of facts. Women are often accused of "excessive absenteeism" or of having "a high turnover rate". U.S. and public health surveys showed women seldom lost anymore time than men because of illness or injury and that the net difference in turnover between men and women is also small. Other studies reveal a correlation between high turnover and absenteeism and the place women occupy in the occupational structure--a place where the majority are in jobs where they need little skill or have little responsibility and little prospect for advancement or job satisfaction.

A report prepared by the U.S. Woman's Bureau concludes that at similar job levels and under similar circumstances, women workers have favorable records of attendance and turnover. Analyses indicate that the skill level of the job, the marital status and age of the workers, length of service and record of job stability provide better clues to differences in job performance than does the sex of the worker.

One familiar myth is that "women take jobs away from men", and they should quit those jobs they now hold. But in fact, in 1974, over 33 million women were employed in the nation. The number of unemployed men was over 2 million. If all women stayed home and the unemployed men were placed in the jobs held by women, there would be 31 million unfilled jobs. Moreover, most unemployed men do not have the training, skills, or desire to qualify for the jobs held by women, such as secretaries, teachers, and nurses.

Another myth is that "a woman's place is in the home." This myth dates back to the days when women lacked the labor-saving devices and modern food processes they now have. Statistics show that almost all 35-year old women have completed their families and can look forward to at least 24 more years in the work force. For women who never marry, the labor force attachment is twice as long. Today's homemaking alone is no longer a fulltime job, and women can handle both a career and homemaking activities.

"Women work for pin money" is another myth. Most women work because of economic need. Leaping inflation has forced women to become co-breadwinners for the family's survival. If women were asked why they work, there is a good chance the answer would be not only for personal satisfaction

and fulfillment but for reasons such as: to supplement family income and provide children with a college education, help buy or furnish a new home, or to pay for an additional car.

Subordinate Status

Statistical findings from surveys conducted among both men and women illustrate women's long-standing subordinate status. The general perception is that women are unable to make major economic, political, or social decisions. Women are believed not capable of serious contributions other than reproduction and that they risk emotional imbalance or "loss of femininity" if they elect a profession that puts them on an equal basis or in competition with men. "Men are logical thinkers" but on the other hand "women are intuitive". "Women are usually more patient in working at unexciting, repetitive tasks." These stereotypes which demean women probably stem from early childhood orientation when images were formed.

Girls, up to very recent years, were restricted in self-development and led to believe that only certain choices were available to them even at play and that their choices were based on sex. They were given dolls and toys to act as nurses, while boys were given toys to act as doctors. Women have been oriented from childhood to be helpless, subservient and interested in feminine activities. In school they were counseled to focus on English literature and foreign languages and avoid mathematics and sciences. Yet, a recently conducted study shows that women are equal to men in finger-hand dexterity, eye-hand coordination, space and form perception, and general intelligence.

Maternity Standards

Maternity standards have many times penalized women and affected their continued employment. However, recent developments have caused a definite shift away from this to emphasis on protecting on-the-job rights of women. Consequently women in California are, through legislation, accorded benefits limited in accordance with the circumstances. For example, restrictions on employment of pregnant and post-pregnant women can be classified as an obstacle to women's employment. Changes in state laws have made it possible for women to work longer during pregnancy and return when possible after pregnancy. The impact that child bearing formerly imposed on working women's career prospects—loss of experience and seniority because of extended periods out of the labor force—is now lessened.

Child Care

Particular concern is not always given to working women who are faced with the daily responsibility of home and family. Although fathers may help out in such cases, women are still faced with the primary roles of wife and mother. This makes child care the clearest example of women's dual career.

The number and age of children will continue to influence participation of women as long as it is assumed that the mother bears the responsibility for the care of young children. Also, as child care facilities remain inadequate for the demands made upon them, the presence of preschool and primary school children will tend to have a limiting effect on the labor force participation of married women.

In Los Angeles County, provisions for additional child care are continually being sought by personnel departments of public and private sector employers and by schools for their students. Efforts to promote these ventures result from an awareness of benefits to employers and working women--reduced absenteeism and turnover because of child care problems.

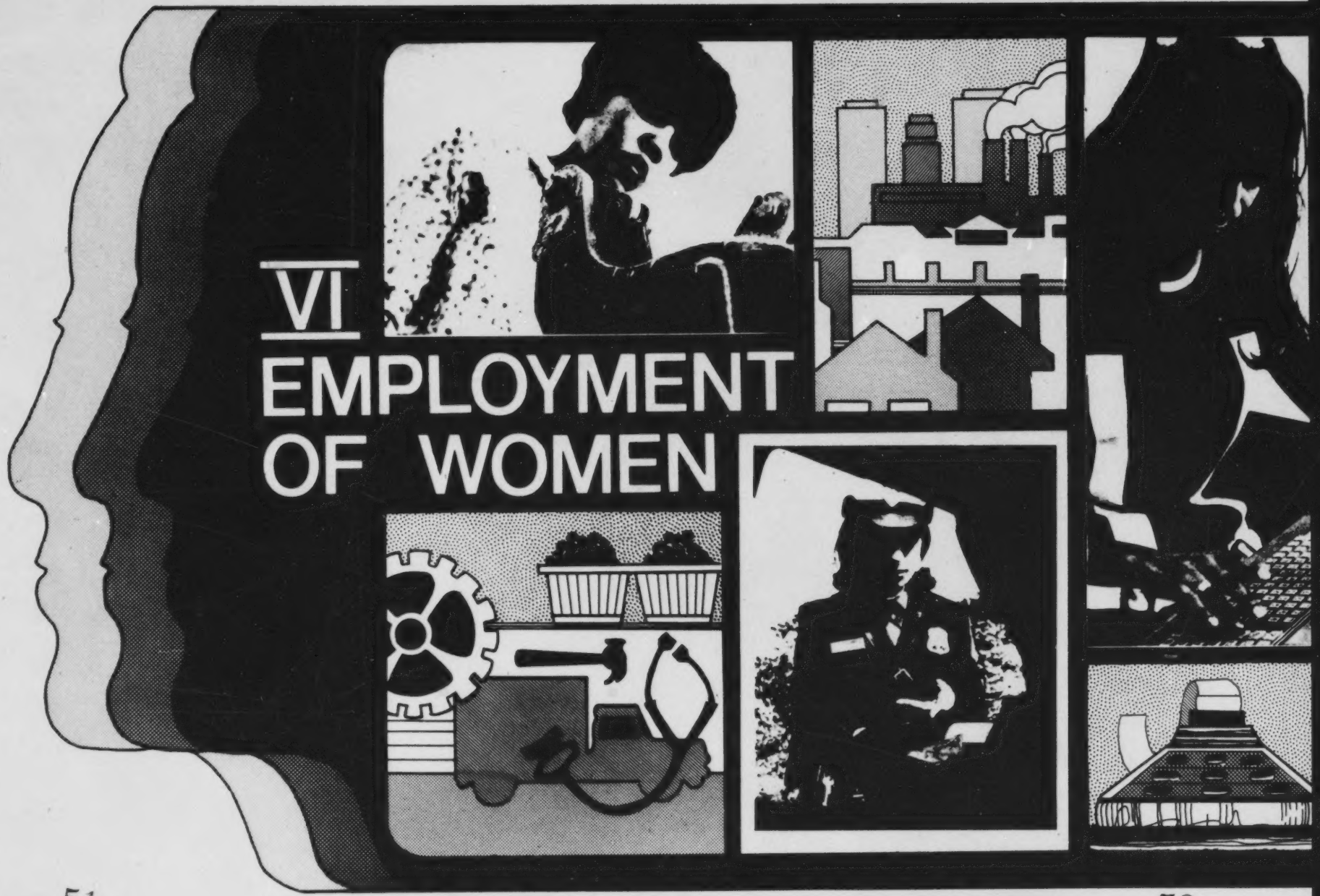
Axelson in his article on "The Marital Adjustment and Role Definitions of Husbands of Working and Nonworking Wives" finds and states: "Husbands of working wives compared to those of nonworking wives were more supportive of women's employment." Husbands whose wives work are less likely to view employment of their wives as a threat to their masculinity, unless the wife earns considerably more than the husband.

Dependency

Women have faced another problem--one that stemmed from intermittency--not only from childbearing and child rearing but dependence on the husband's career decision. In every age category, the pecentage of wives working tended to be much lower when job relocation of the husband occurred. Times have changed. Dual career couples are now common. Wives, like husbands, are committed to careers. No longer do wives have to put the husbands careers ahead of theirs. They too may relocate for further advancement opportunities.

Employment Practices

Employment practices in hiring, development, and promotion, which have been known to affect women more adversely than men despite the merit systems, are now cases for close scrutiny. Equal Opportunity Affirmative Action (EEOC/ AA) programs to relieve these situations have accomplished much through the resolution of complaints, investigations, and suits. Women have gained some progress through this source.


VI
EMPLOYMENT
OF WOMEN

VI. EMPLOYMENT OF WOMEN

Employment by Occupation

A story in a recent issue of the Wall Street Journal states: "There are two simultaneous emerging historical trends. One is the emancipation of women from much home work. The other lies in the fact that the great growth area in employment is in jobs that women can do as well as men."

According to the 1970 census, women comprised 39 percent of all employed persons in Los Angeles County. The largest proportion of women, 40 percent, were employed in clerical occupations (Chart E, page 24 and Table 21, Appendix, page 78). Almost 14 percent were service workers, excluding household workers, and 16 percent were professional and technical workers. The fourth and fifth largest groups were operatives (except transport), 13 percent, and salesworkers, 7 percent. Fewer than 5 percent were employed as nonfarm managers and administrators. Observations from the figures compiled show historical changes in the occupational distributions of women are clearly not as striking as changes in the number of women working. Although there are few occupations in which women are not employed, most are employed in those occupations traditionally allocated to women--domestic service, teaching, clerical work, nursing, and retail sales.

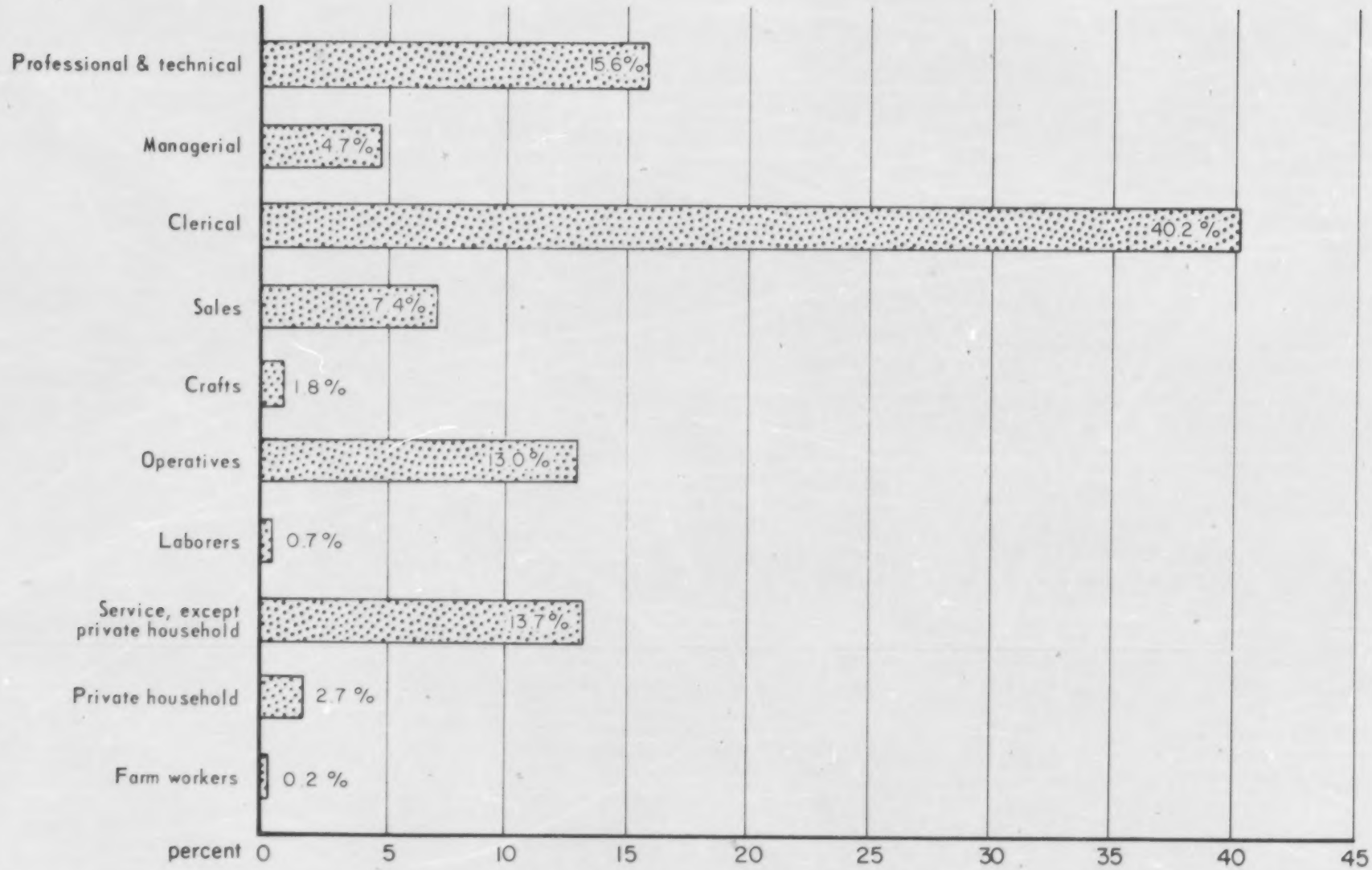
Most women today still do clerical work--an area which gained prominence as a source of jobs for women more than a century ago. In 1950, one out of four women were clerical workers. In 1970, more than one out of three working women were in that same line of work.

The proportion that women were of all persons working in each of the major occupation groups shows a definite pattern. In Los Angeles County in 1970, 95 percent of the private household workers were women as were 50 percent of the service workers outside the home. Women represented 74 percent of all clerical workers and 38 percent of salesworkers. Women held 30 percent of professional and technical jobs but only 5 percent of the crafts and kindred jobs (Chart F, page 25, and Table 26, Appendix, page 83). Table 24, page 81, shows status of employed Black and Spanish American women in 1970.

Many occupational fields still have relatively few women despite the need for womenpower in the American economy. The broad category of professional jobs is a notorious example of a field disproportionately divided along sexual lines. About two-thirds of professional women are teachers and nurses, and even as teachers there are few in the administrative or college-level jobs.

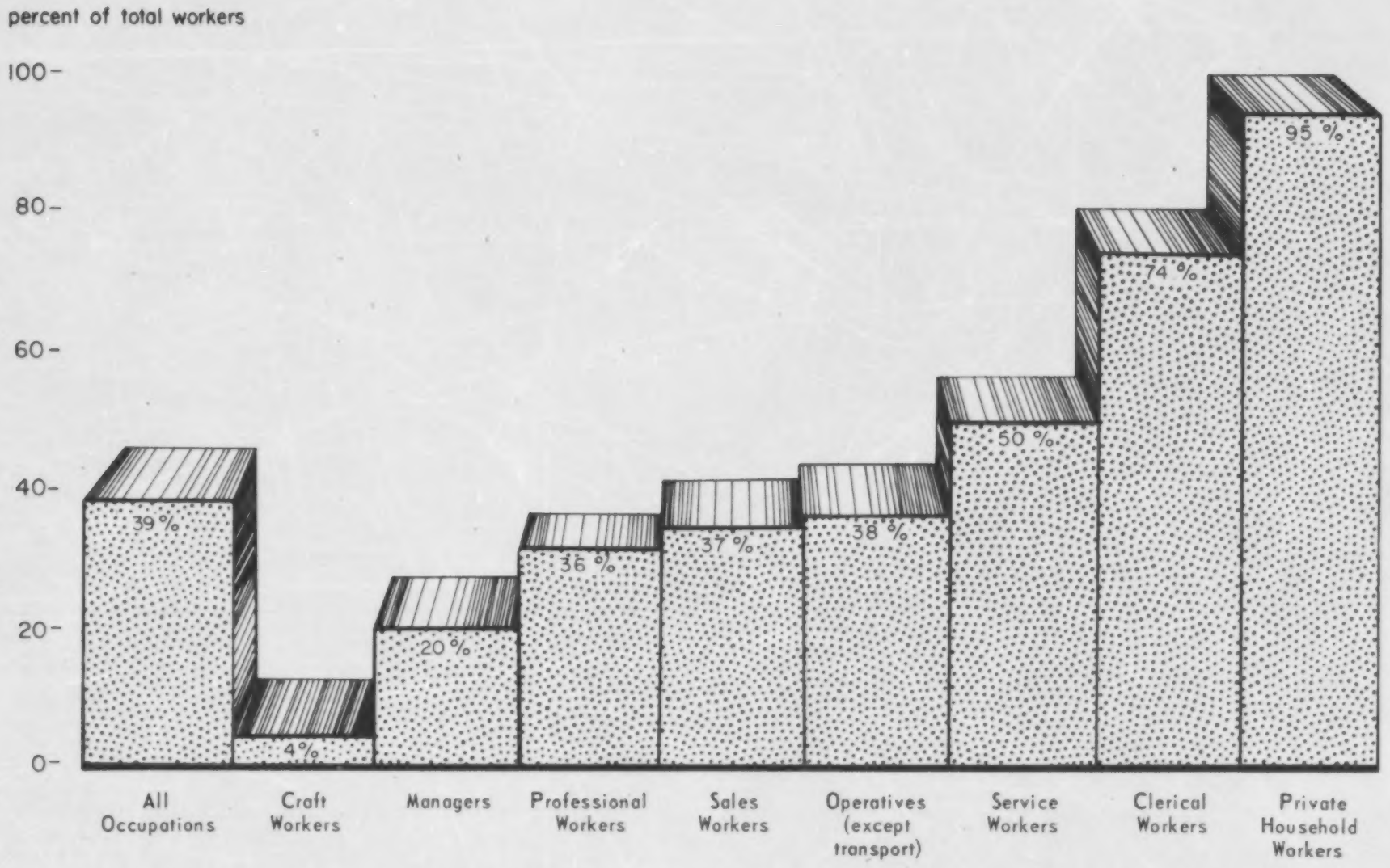
The Bureau of Census reports that in 1974 more college women majored in education (teacher preparation) than any other field of study. Yet few women can be found at the high administrative levels of educational institutions. The largest of the so-called women's professions include social workers, librarians, medical laboratory technicians, home economists, nutritionists, and dietitians, all more or less related to the household or domestic type functions.

CHART E – DISTRIBUTION OF EMPLOYED FEMALES BY OCCUPATIONAL CATEGORY
LOS ANGELES COUNTY
1970



SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

CHART F – WOMEN AS A PERCENT OF ALL WORKERS BY OCCUPATION
LOS ANGELES COUNTY
1970



SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

A review of the 1970 Bureau of Census figures for Los Angeles County shows the percent of women in the following selected occupations:

Selected Occupations	Percent of Women Employed
Bank Tellers.....	91
Cashiers & Bookkeepers.....	83
Payroll & Timekeeping Clerks.....	74
Health Technologists.....	62
Insurance Adjusters, Examiners, & Investigators.....	38
Editors & Authors.....	27
Buyers & Purchasing Agents.....	19
Computer Specialists.....	21

Research indicates that these figures are fairly consistent with those at the national level.

Many major studies and publications are prepared on women's employment, education, and careers, but few deal specifically with women in public employment. Yet, reports show that about 22 percent of all women who work in nonagricultural industries in the nation are employed by a government agency.

It is with this in mind that emphasis is placed on the status of women in Los Angeles County government, the largest local government jurisdiction, and the largest employer of persons in the Los Angeles-Long Beach Standard Metropolitan Statistical Area.

The observations made in Tables 7, 8, 9, and 10, pages 27-30, though limited, will allow us to note the distribution of women in occupational categories. Women's underrepresentation and concentration in the various categories appear to be no different from the private sector, Of the over 30,700 women employed in County government in 1975, the greatest number of women (approximately 19,000) were employed in the Office/ Clerical category --an increase of almost 7 percent over 1973. This group provided the largest number of jobs on the county payroll. The Professional had the next largest number of female employees in both years. The Service/ Maintenance category, the third largest, showed a 12 percent increase in women employed. The number in the Protective Services showed a 55 percent increase.

As in the private sector, most employed women (60 percent) were concentrated in the Clerical category, and 13 percent were in the Professional category. Less than 1 percent of the women were employed in the Technician and Skilled Craft categories.

In Table 8, page 28, distribution among men in the occupational categories is unlike that of the women. The highest percentage (26 percent) of men were employed in the Protective Services category; 20 percent were in Service Maintenance and nearly 13 percent were professionals. Less than 11 percent were employed in the Office/Clerical category.

Men dominate in numbers in all categories except Office/Clerical. They hold more than 90 percent of the jobs in the Protective Service and Skilled Craft categories, over 80 percent of the Technician jobs, and over 70 percent of the Official and Administrator jobs.

TABLE 7

DISTRIBUTION OF LOS ANGELES COUNTY GOVERNMENT EMPLOYEES
BY OCCUPATIONAL CATEGORY AND SEX SHOWING PERCENTAGE OF TOTAL EMPLOYMENT,
OF CATEGORY AND OF TOTAL WOMEN AND MEN EMPLOYED
1973

Occupational Category	Number of Employees			Percent of total		Percent Female of Total Female Employed	Male of Total Male Employed	Percent of Employees by Sex by Category	
	Total	Male	Female	Female	Male			Female	Male
Total All Categories	62,525	32,872	29,653	47.4	52.6	100.0	100.0	47.4	52.6
Officials and Administrators	3,435	2,669	766	1.2	4.3	2.6	8.1	22.3	77.7
Professional	8,438	4,413	4,025	6.4	7.1	13.6	13.5	47.7	52.3
Technicians	673	568	105	0.2	0.9	0.3	1.7	15.6	84.4
Protective Service	9,010	8,512	498	0.8	13.6	1.7	25.9	5.5	94.5
Paraprofessional	7,181	3,947	3,234	5.2	6.3	10.9	12.0	45.0	55.0
Office and Clerical	21,528	3,591	17,937	28.7	5.7	60.5	10.9	83.3	16.7
Skilled Craft	2,223	2,223	0	0	3.6	0	6.8	0	100.0
Service Maintenance	10,037	6,949	3,088	4.9	11.1	10.4	21.1	29.9	67.2

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TABLE 8

DISTRIBUTION OF LOS ANGELES COUNTY GOVERNMENT EMPLOYEES
BY OCCUPATIONAL CATEGORY AND SEX SHOWING PERCENTAGE OF TOTAL EMPLOYMENT,
OF CATEGORY AND OF TOTAL WOMEN AND MEN EMPLOYED
1975

Occupational Category	Number of Employees			Percent of total		Percent Female of Total Female Employed	Percent Male of Total Male Employed	Percent of Employees by sex by Category	
	Total	Male	Female	Female	Male			Female	Male
Total All Categories	65,337	34,600	30,737	47.0	53.0	100.0	100.0	47.0	53.0
Officials and Administrators	4,103	2,879	1,224	1.9	4.4	4.0	8.3	29.8	70.2
Professional	8,402	4,378	4,024	6.2	6.7	13.1	12.7	47.9	52.1
Technicians	714	633	81	0.1	1.0	0.3	1.8	11.3	88.8
Protective Service	9,805	9,035	770	1.2	13.8	2.5	26.1	7.9	92.2
Paraprofessional	6,658	4,808	1,850	2.8	7.4	6.0	13.9	27.8	72.2
Office and Clerical	22,905	3,635	19,270	29.5	5.6	62.7	10.5	84.1	15.9
Skilled Craft	2,297	2,231	66	0.1	3.4	0.2	6.5	2.9	97.1
Service Maintenance	10,453	7,001	3,452	5.3	10.7	11.2	20.2	33.0	67.0

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TABLE 9

DISTRIBUTION OF FULL TIME LOS ANGELES COUNTY GOVERNMENT EMPLOYEES
BY OCCUPATIONAL CATEGORY AND SEX, SHOWING RACIAL GROUP AND NUMBER EMPLOYED
1973

Occupational Category	Total		Caucasian		Black		Spanish Surname		Others	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total	29,653	32,872	15,032	21,664	10,503	6,955	2,974	2,916	1,144	1,337
Officials and Administrators	766	2,669	484	2,106	215	288	27	138	40	137
Professionals	4,025	4,413	2,805	3,745	868	287	218	177	134	204
Technicians	105	568	63	403	16	83	18	31	8	51
Protective Service	498	8,512	363	7,173	109	795	22	403	4	141
Paraprofessional	3,234	3,947	1,674	2,613	1,208	663	260	399	92	272
Office and Clerical	17,937	3,591	8,889	1,619	6,254	1,208	2,034	471	760	293
Skilled Craft	0	2,223	0	1,649	0	263	0	231	0	80
Service Maintenance	3,088	6,949	754	2,356	1,833	3,368	395	1,066	106	159

Source: State and Local Government Information EEO-4

TABLE 10

DISTRIBUTION OF FULL TIME LOS ANGELES COUNTY GOVERNMENT EMPLOYEES
BY OCCUPATIONAL CATEGORY AND SEX SHOWING RACIAL GROUP AND NUMBER EMPLOYED
1975

Occupational Category	Total		Caucasian		Black		Spanish Surname		Others	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Total	30,737	34,600	13,921	21,499	10,918	7,411	3,856	3,721	2,042	1,969
Officials and Administrators	1,224	2,879	715	2,182	357	333	63	179	89	185
Professionals	4,024	4,378	2,150	3,287	922	304	219	210	733	577
Technicians	81	633	49	445	17	87	3	34	12	67
Protective Service	770	9,035	507	7,394	198	890	51	560	14	191
Paraprofessional	1,850	4,808	1,041	2,821	540	1,128	203	540	66	319
Office and Clerical	19,270	3,625	8,579	1,491	6,899	1,197	2,780	616	1,012	331
Skilled Craft	66	2,231	15	1,599	44	272	3	265	4	95
Service Maintenance	3,452	7,001	865	2,280	1,941	3,200	534	1,317	12	204

Source: State and Local Government Information EEO-4

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Employment by Industry

In 1970, women made up 39 percent of total employment in Los Angeles County compared with 34 percent in 1960.

Table 11 and 12,pages 32 & 33 and Table 25, Appendix, page 82 provide information on the number and percent distribution of women employed in selected industries. As shown on Table 11, page 32, most of the increases in women workers in nonagricultural employment between 1960 and 1970 occurred in the services industry which also employs the largest number of women. Within this industry the most significant gains in the employment of women during the decade were made in health and educational services.

The wholesale-retail industry, with the next largest number of women employed, also shows a substantial increase in the number of women employed between 1960 and 1970.

Manufacturing continues to employ a majority of male workers. However, as of 1960, women made up nearly one-half of the semi-skilled workers in non-durable manufacturing. By 1970, women comprised nearly 54 percent of all workers in the finance-insurance-real estate complex, up from 49 percent in 1960 (Tables 11 and 12, pages 32 & 33). Only about one-third as many women as men are employed in transportation, communication, and utilities.

Although the number of women in the mining industry doubled between 1960 and 1970, the number of women workers in this industry remain the smallest of any single group.

Class of Worker

Besides considering the occupations in which women workers may be engaged, it might be well to look at another side of the picture: For whom do they work? Government, private sector, or self? Do they receive paychecks like most workers or are they unpaid family workers?

As shown in Table 13, page 34, and Table 25, Appendix, page 82, in 1970 only 4 percent of working women in Los Angeles County were self-employed. The majority of their businesses were marginal, one-person extensions of their homemaking activities. Seventeen percent of all women workers were employed by local, state and federal government. Less than 1 percent were unpaid family workers. The remaining 78 percent of working women were wage and salary workers in the private sector.

Why do so few women go into business for themselves? Among the factors that have contributed to the Los Angeles woman's reluctance to being her own boss are:

- lack of confidence
- lack of business skills
- insufficient capital
- difficulty in securing business loans

Table 13 also shows that 9,000 unpaid family workers in the County in 1970 were women and children working in family businesses or on family farms. Most of the former were in small retail stores.

TABLE 11

EMPLOYMENT OF WOMEN 14 AND OVER IN SELECTED INDUSTRY
TOTALS AND PERCENT CHANGE
LOS ANGELES COUNTY - 1960, 1970

	1960			1970			Percent Change
	Total Persons	Female	Percent of total	Total Persons	Female	Percent of total	1960-1970
Total, All Industries	2,482,310	839,571	100.0	2,845,532	1,105,110	100.0	31.6
Agriculture, Forestery & Fisheries	37,369	4,211	0.5	27,821	4,219	0.4	0.2
Mining	8,470	837	0.1	9,444	1,706	0.2	103.8
Construction	144,565	7,994	1.0	128,755	10,237	0.9	28.1
Manufacturing	800,010	206,368	24.5	775,552	228,960	20.7	11.0
Transportation, Communication, and Other Public Utilities	162,244	36,496	4.3	193,610	53,546	4.8	46.7
Wholesale Trade	104,459	24,056	2.9	137,435	37,012	3.4	53.9
Retail Trade	382,669	154,312	18.4	454,711	192,441	17.4	24.7
Finance, Insurance & Real Estate	139,075	69,320	8.3	177,877	95,523	8.6	37.8
Service	591,001	304,158	36.2	806,732	440,478	39.9	44.8
Professional & Related	304,244	175,734	20.9	491,371	301,498	27.3	71.6
Health	104,971	71,859	8.5	159,353	113,637	10.3	58.1
Education	127,828	76,275	9.1	195,091	121,055	11.0	58.7
Other Professonal & Related	71,445	27,600	3.3	136,927	66,806	6.0	142.1
Personal	133,434	88,795	10.6	120,758	80,555	7.3	- 9.3
Business & Repair	102,585	25,466	3.0	139,608	41,760	3.8	64.0
Other	50,738	14,163	1.7	54,995	16,665	1.5	17.7
Public Administration	112,448	31,819	3.8	133,595	40,988	3.7	28.8

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Source: Department of Commerce, Bureau of Census

TABLE 12

EMPLOYED PERSONS IN SELECTED INDUSTRIES 16 YEARS AND OVER, BY SEX
LOS ANGELES COUNTY, 1970

INDUSTRY	TOTAL	MEN	PERCENT DISTRIBUTION	WOMEN	PERCENT DISTRIBUTION
Totals	2,826,565	1,727,254	100.0	1,099,311	100.0
		61%		39%	
Agriculture, Forestery & Fisheries	27,007	22,902	1.3	4,105	0.4
Mining	9,439	7,733	.5	1,706	0.2
Construction	128,431	118,206	6.8	10,225	0.9
Manufacturing	770,904	542,471	31.4	228,433	20.8
Transportation, Communication & Utilities	193,411	139,927	8.1	53,484	4.9
Wholesale & Retail Trade	586,267	358,363	20.8	227,904	20.7
Finance, Insurance & Real Estate	177,598	82,168	4.8	95,430	8.7
Business & Repair Services	138,820	97,160	5.6	41,660	3.8
Personal Services	117,434	39,032	2.3	78,402	7.1
Health Services	158,949	45,492	2.6	113,457	10.3
Educational Services	195,685	74,476	4.3	121,209	11.0
Public Administration	133,468	92,530	5.3	40,938	3.7
Other	189,152	106,794	6.2	82,358	7.5

Sources: Department of Commerce, Bureau of Census

TABLE 13

EMPLOYED WOMEN BY CLASS OF WORKER
LOS ANGELES COUNTY
1970

CLASS OF WORKER	NUMBER	PERCENT
Total	1,099,311	100.00
Self-employed worker	44,025	4.00
Agriculture	975	0.09
Nonagricultural Industries	43,050	3.91
Unpaid Family Worker	8,951	0.81
Agriculture	327	0.03
Nonagricultural Industries	8,524	0.78
Government Worker	182,670	16.62
Private Wage and Salary Worker	863,765	78.57
Agriculture	2,546	0.23
Nonagricultural Industries	861,219	78.34

Source: Department of Commerce, Bureau of Census

Women in Protective Services

Although women have served in limited capacities in local police forces since the turn of the century, they still represent an insignificant portion of the total. Until 1972, only 2 percent of the Nation's municipal police officers were women. Prior to that time, they were virtually nonexistent in State and Federal law enforcement.

The records show that in 1910, a woman who had been a welfare worker in Los Angeles became the first policewoman in the United States. In 1911, Los Angeles became the first city to appoint women to its police force, hiring them to protect young girls and to prevent and minimize the sale of liquor to minors.

Despite objections that women are not as "physically rugged" as men and that the assignment of women to patrol cars could cause "internal problems" when policemen's wives object, more women are being added to police staffs. Most of them are part of experimental programs designed to test how well they can handle dangerous situations. Reports are that they are performing well and the reactions of communities where they work are favorable.

Despite their numerical disadvantages, some policewomen have attained rank. Women captains, lieutenants, deputy chiefs of traffic, and a sergeant are now employed on the police force.

Unlike the past, when they were assigned to desk jobs and to working with juveniles, they are now involved in many phases of police work-patrol duties, investigation of crimes, driving squad cars and answering radio calls, particularly when family conflicts are involved. Some are serving as detectives and plainclothes-women on hazardous assignments. A small number are traffic policewomen. More and more women are proving themselves capable of coping even where violence is involved.

The number of women employed as firefighters is negligible. Physical demands, such as weight of equipment which exceeds sixty pounds, and the possibility of having to save persons from burning buildings by lifting have been deterring factors. While the attitude toward hiring women in this capacity has been slow to change, correction is expected and more women will probably find jobs in fire protection activities in the future.

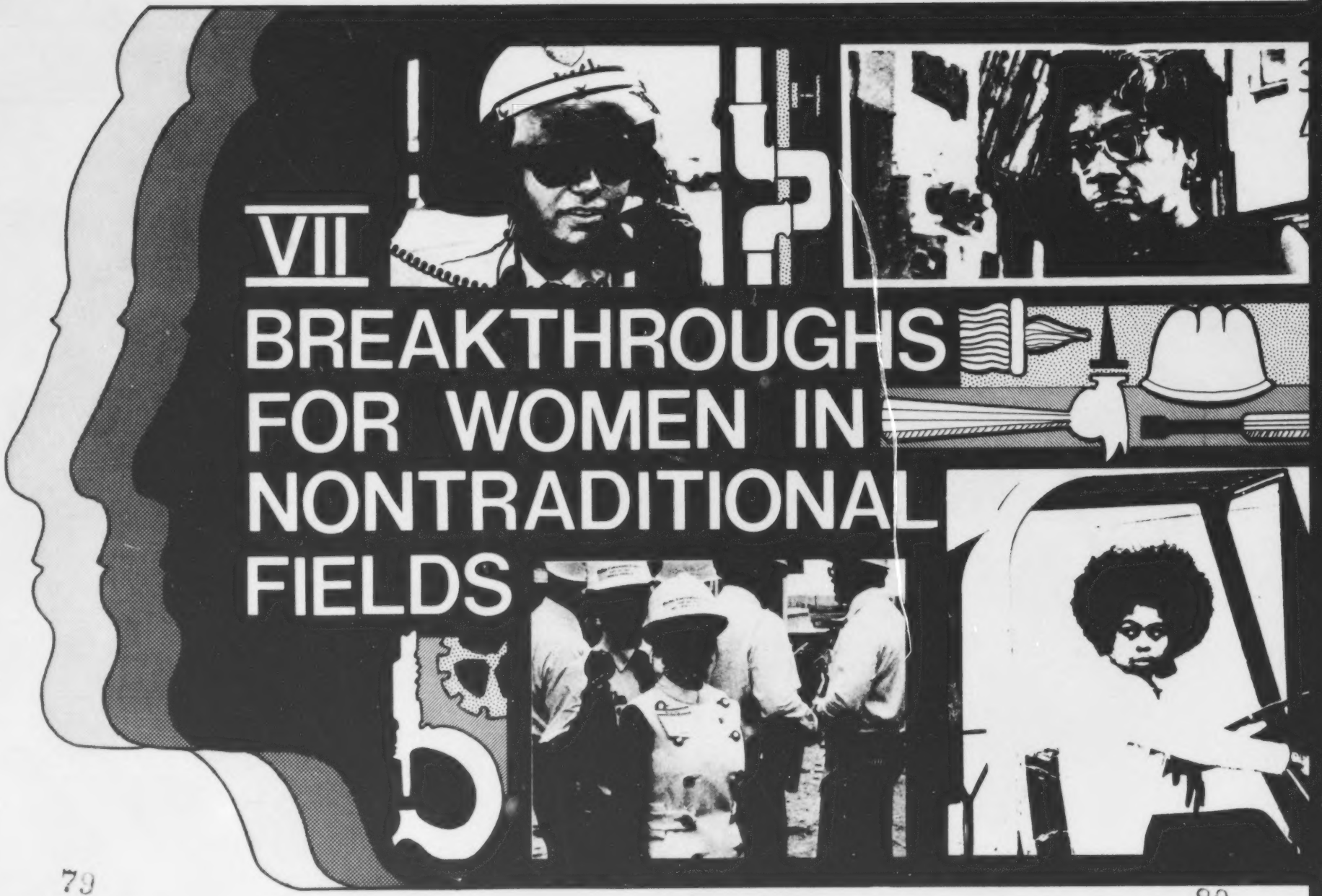
Women in Politics

While more women are being elected or appointed to public office, there appears to be a definite career gap in women's participation in our political system. In 1975, women comprised about 8 percent of all state legislators. This percentage increased to only 9.1 percent by 1976. Although the recent election in California brought a 100 percent gain (3 to 6) in the number of women members, including the first women elected to the State Senate, the representation of women elected to state office is still small. California is among the states that have women in the United States Congress; one woman Representative, a resident of Los Angeles County, has been reelected for a second term.

The bulk of women's influx into politics has come in mayoralties, county commissions, state legislatures, and municipal councils. More women are running for office, but a variety of barriers still exist even at the state and local levels where the increase in women candidates has been significant. One researcher feels "women can win if they will run, but in general, they lack self confidence." A study of 152 women legislators from 41 states showed that one-third have advanced degrees, another one-third have no more than high school diplomas. The conclusion is that lack of college education does not preclude women from running for office.

According to a staff report compiled for the Assembly Elections Committee, the largest number of women candidates in California history ran for state and federal legislative office during 1976. Of the 77 women who were candidates, 46 ran for State Assembly, 17 for U.S. representatives, 13 for the State Senate and one for the U.S. Senate. Although more women are running for public office today, few aspire to be President, Senator, or Governor. This was one of the findings of studies presented at a conference on Women in Politics recently. Other findings of the researchers were: (1) "Girls whose mothers hold high-status jobs are more likely to be interested in politics than daughters of women who either don't work or have nonprestigious jobs. (2) Today's "political woman" is a little younger than the average woman who ran for office in the past, but otherwise not very different."

General anticipation is that as the number of women of voting age exceeds that of men, more women will enter the political arena.


VII
BREAKTHROUGHS FOR WOMEN IN NONTRADITIONAL FIELDS

VII. BREAKTHROUGHS FOR WOMEN IN NONTRADITIONAL FIELDS

Despite the tremendous influx of women into the labor force in the 1950's, there was little or no change in their relative status in male-dominated fields. But since that time, women have come a long way and significant changes have occurred in many fields from 1960 to the present.

Women need no longer limit their thinking to traditional "women jobs". They have many options and many unusual challenges and career choices despite the fact that they are often seen as threats to men or intruders in the male domain.

The women's Bureau of the Department of Labor and many other women's organizations play important parts in promoting nontraditional job opportunities. They encourage women to consider nontraditional occupations as challenges rather than as occupations with unsurmountable barriers. Efforts of these groups reinforced by legislation tend to build and foster confidence and a new self-image for women.

Despite negative experiences and psychological stress facing women in proving themselves to employers and male co-workers, women "firsts" are visible in many fields where they were not previously included. Women now wield hammers, wrenches, set up and operate machines, and drive heavy equipment with the determination of men. Although some people look upon women who are classified as "firsts" as intrepid pioneers in the battle for women's rights, they are mainly doing jobs they like which pay well. In view of this, today one can often read in the newspapers and magazine reports of women's first entry into the "men only jobs"--"In the Manner of Rosie the Riveter"--"Woman Lifeguard Does Difficult Job Well"--"Woman Aquanuat at Ease Undersea"--"Myths About Female Workers Die in San Diego Shipyards". Similarly, in sports, women tennis players, women jockeys, and even girls playing in Little Leagues, represent the movement of women into formerly exclusively male arenas. The expected continuation of this trend will undoubtedly break down myths and stereotypical thinking and bring changes not in terms of "firsts" but in terms of steady advancement toward narrowing disparities in income.

Of all the presidents, vice-presidents, and chairpersons across the country who direct corporations, less than one percent are women. Out of the dozen or more nationwide who have founded their own businesses and act at the executive level, Los Angeles County can claim very few. Many of the women in executive jobs have inherited the businesses and did not have to compete for their jobs.

In the last few years, the demand for women workers in every field has accelerated. The telephone industry, for example, is employing women as PBX installer repairers, central office craftsworkers, and cable splicers.

Prior to 1960, women represented a small percentage of the skilled tradesworkers. Between 1960 and 1970, many women moved into the skilled trades. Employment of women increased in almost all the skilled trades--in construction, mechanics and repairwork, and supervisory blue-collar occupations. Other skilled trades showing significant gains in female employment include electicians, plumbers, auto mechanics, tool and die makers, machinists, compositors, and typesetters.

A sampling of the nontraditional fields show women as comprising about five percent of craft and kindred workers, less than one percent of electricians, carpenters, and barely two percent of mechanics.

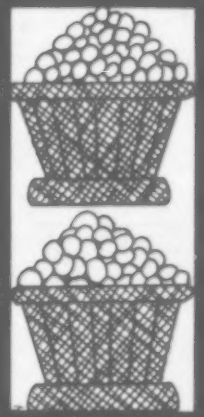
California, early in 1976, was the first state to adopt a program to bring large numbers of women into construction and other skilled crafts which have heretofore been considered exclusively for men. Apprenticeship training now offers women equal opportunities for training and better chances for recruitment and selection in these fields. In addition, affirmative action mandates have further opened union membership to women. (Table 31, Appendix, page 89)

During 1960 and 1970 women also made some gains in employment in the professions. However, their participation rate is low and falls far behind that of men. Women still constitute less than 5 percent of the Federal judges, engineers, and lawyers and less than 10 percent of the physicians and scientists.

A recent report, "Women With Corporate Clout--and Their Routes to the Top", somewhat optimistically states: "It has taken a decade of federal legislation, relentless agitation by the women's movement and seismic shifts in public opinion, but women--at last--are moving boldly into the mainstream of corporate management".

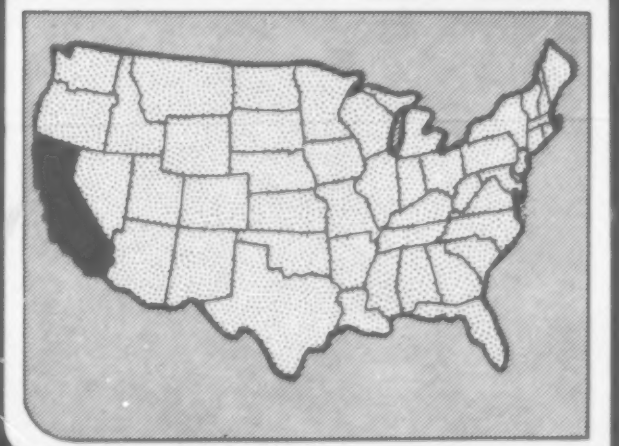
A few are filling slots formerly reserved for men in branch management, industrial marketing, and plant management.

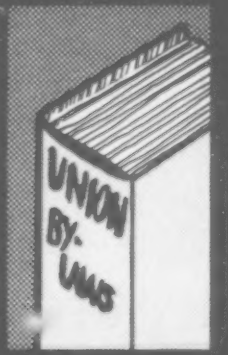
The Department of Labor reports in 1976 that women accounted for 18 percent of the Nation's blue collar workers. "Whether it's subway construction, bridge building, boilermaking, bulldozing, truck driving, running big newspaper presses--all tough and dangerous jobs--the women are at it", says one writer. In view of this, the employment outlook for women in "men only" jobs remains favorable, and it appears that laws against sex discrimination in hiring and promotion practices are having a positive impact.



VIII

WOMEN IN CALIFORNIA LABOR UNIONS





VIII. WOMEN IN CALIFORNIA LABOR UNIONS

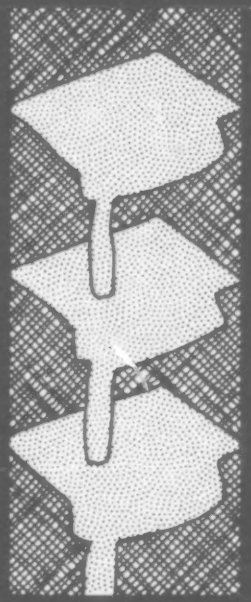
Almost from the beginning of the labor union movement in the United States, women became active members to improve cooperative effort. During 1960 and 1970, when the number of women in the labor force increased, the number of women in unions also increased. However, the increase of women in union membership has not kept pace with their growth in employment. Women are not playing a greater role in union leadership. Few are at governing and appointive levels. They make up only seven percent of the membership of elective governing boards of unions and employee associations.

Women are concentrated in clerical and service industries where union membership is less extensive. This partially explains their small proportional representation in unions.

An in-depth study of Trade Union Women--Their Participation in New York City Locals by Barbara Wertheimer and Anne H. Nelson reveals that: "While home responsibilities and fear of attending night meetings serve as deterrents to active participation of women, the major reasons for their absence from high posts are: The burden of home responsibilities, lack of personal confidence, unfamiliarity with union organizations and procedures, and an unwillingness to run for office perhaps because of family attitudes."

Although figures for women union membership in Los Angeles County were not available, over 512,400 women were union members in the State in July, 1975.(Table 31, Appendix, page 89.) This was an increase of 42,700 over July, 1971. During this period, the number of women union members in manufacturing industries increased. The largest gain in union membership for women occurred in Government. The Department of Industrial Relations reports: "Women accounted for 24 percent of the total membership in July, 1975, the highest ever reported." Thirty-five percent of the locals reporting union membership by sex had no women members and less than one percent had only women members. Large locals composed entirely of members of one sex are being forced to open membership to women; this is due in part to equal employment opportunity legislation.

IX EDUCATIONAL ATTAINMENT OF WOMEN



IX. EDUCATIONAL ATTAINMENT

Education is among the factors that influence the level and character of women's labor force participation. The relationship between education and training for women is distinct. Women's commitment to economic activity appears greater--with or without interruptions for childbearing and rearing--as their level of education increases. Apparently, such a link does not exist between the level of education and labor force participation of men.

Typical women workers entering the work force today have more education than their parents and grandparents and find that education is more important to status, mobility, and financial security than before. The trend indicates that even when the number of young high school graduates entering college decreases, female workers coming into the work force will have considerably higher educational levels than their forebears.

Educational fields which still attract women most appear to be those which prepare them for employment in occupations traditionally viewed as peculiarly suited to women and occupations in which they are heavily represented such as home economics, nursing, and office occupations.

Women are poorly represented among the graduates of technical schools. Public recognition of the value and benefit of technical skills is increasing, and both schools and industry in Los Angeles County have recognized this. As technological developments are introduced by industry and as need for specific courses of study are developed, new curricula are added. However, as yet few women have applied for these courses.

Table 28, Appendix, page 85, shows in 1970 about 51,200 or 14 percent of all 16 to 21 year old employed women in Los Angeles County were not high school graduates. The proportion of working women who were high school graduates exceeded that of their male counterparts.

As indicated in Table 14, page 44, the 1970 Census figures show no significant difference between the median number of school years completed by men and women 25 years old and over. Younger women have more years of formal education than older women as shown in Chart G, page 45.

Of all the women in the labor force in Los Angeles County in 1970, 72 percent of the 25 to 34 year old and 62 percent of the 35 to 44 year old were high school graduates. In contrast, 49 percent of the 45 to 54 year old and 27 percent of the 55 year old and over group were high school graduates (Chart G).

TABLE 14

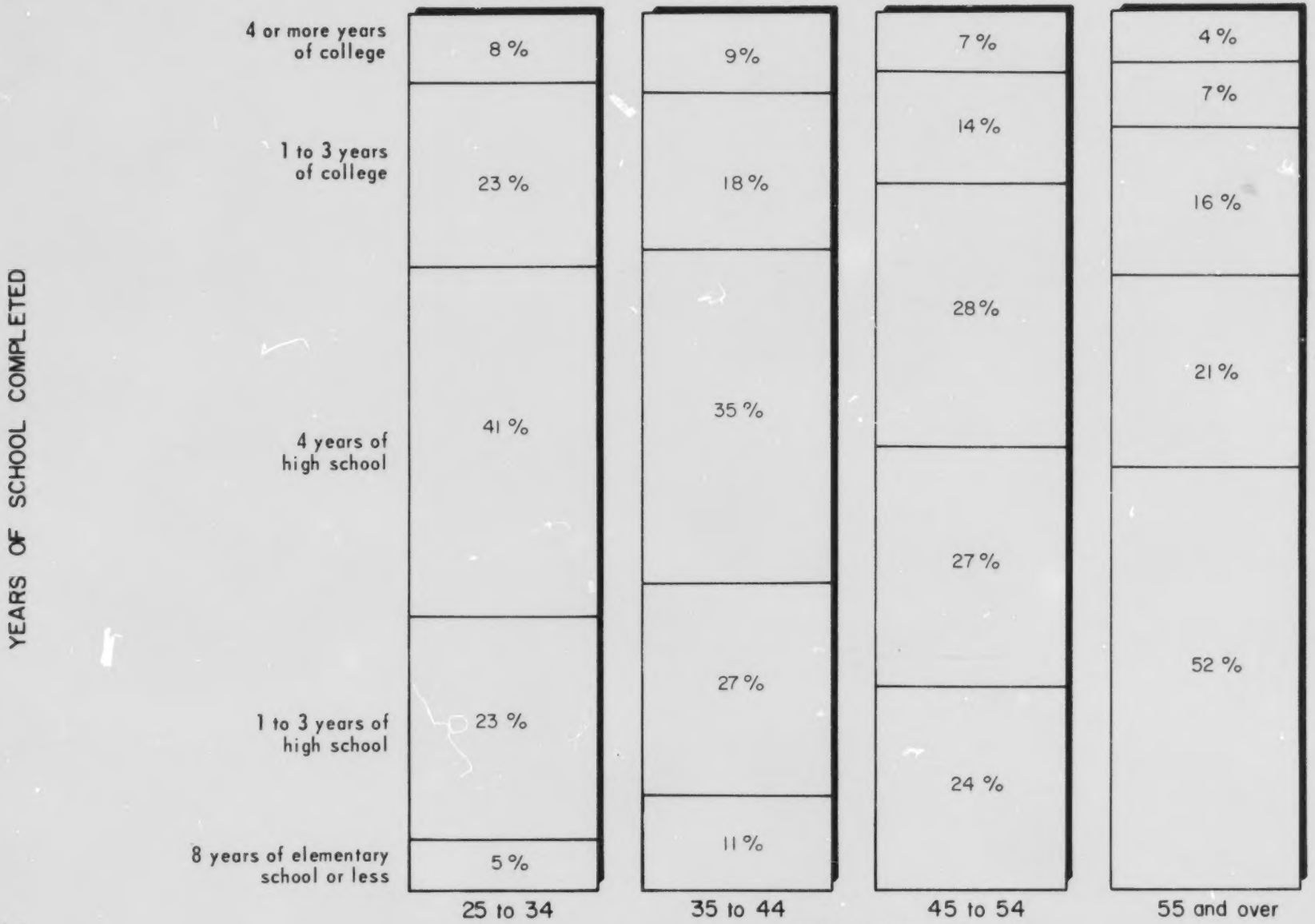
MEDIAN[a/] SCHOOL YEARS COMPLETED BY PERSONS
25 YEARS OLD AND OVER, BY SEX
California Metropolitan Areas, 1970

Metropolitan Area	Total Male	Total Female
Total State, 25 years old and over	12.4	12.3
Anaheim-Santa Ana-Garden Grove	12.7	12.5
Bakersfield	12.1	12.1
Fresno	12.1	12.1
Los Angeles-Long Beach	12.5	12.3
Modesto	11.9	12.0
Oxnard-Ventura	12.5	12.4
Sacramento	12.5	12.4
Salinas-Monterey	12.4	12.4
San Bernardino-Riverside-Ontario	12.2	12.2
San Diego	12.5	12.4
San Francisco-Oakland	12.6	12.4
San Jose	12.8	12.5
Santa Barbara	12.7	12.6
Santa Rosa	12.4	12.4
Stockton	11.5	12.0
Vallejo-Napa	12.4	12.3

a/ For those persons 25 years old and over, the median represents the value which divides the population group into two equal parts--one-half completing more school years than the median and one-half less.

Source: Department of Commerce, Bureau of Census

CHART G — WOMEN IN THE LABOR FORCE BY AGE AND YEARS OF SCHOOL COMPLETED
LOS ANGELES COUNTY
1970



SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

As shown in the table below, increase in college enrollment of women is also reflected in the proportion of women receiving professional degrees in Los Angeles County. Women accounted for about 40 percent of all persons who received bachelors and masters degrees from local colleges and universities in the County in the 1974-1975 school year. One in five of the doctoral degrees was earned by a woman.

Degrees	Total	Women	Percent in Category
AA	17,930	7,995	45
BA	22,711	9,154	40
MA	11,074	3,909	35
Ph. D	1,287	260	20

Source: California Post Secondary Education Commission

Enrollment data indicate that the number and percent of women in law and medicine can be expected to grow rapidly. The numbers of women enrolled in medical and in law schools have increased over the years. Also of note is the number of degrees awarded to women in Los Angeles County institutions of higher learning in June 1975 in the fields shown in the following table.

Professional Degrees	Total	Women	Percent Category
Total	2,041	302	15
Dentistry	223	13	6
Law	1,352	218	16
Medicine	236	30	13
Theology	112	2	2
Others	118	39	33

Source: California Post Secondary Education Commission

While the proportion of college-age women rose rapidly over the years, the number of women attending college in 1975 in Los Angeles County, as Table 15, page 47, shows, was still less than the number of men attending. It is also indicated from the figures compiled that by 1975, women represented from 34 to 46 percent of the total enrollment in institutions of higher education in Los Angeles County.

Some of the increase in the number of women attending post-high school institutions results from the number of mature women returning to the labor market after a period of homemaking. Because

TABLE 15

TOTAL ENROLLMENT, INSTITUTIONS OF HIGHER EDUCATION
Los Angeles County

Institution	FALL 1973 Total	FALL 1973 Women	FALL 1973 Women as Percentage of total	FALL 1975 Total	FALL 1975 Women	FALL 1975 Women as Percentage of total	Percent Change Women
Community Colleges Los Angeles	241,285	108,540	45	294,757	132,376	45	22
State Colleges & Universities Los Angeles	94,766	41,202	44	105,306	47,948	46	16
University of California	27,919	11,753	42	29,799	13,152	44	12
Private Colleges	52,362	18,372	25	87,625	29,744	34	62

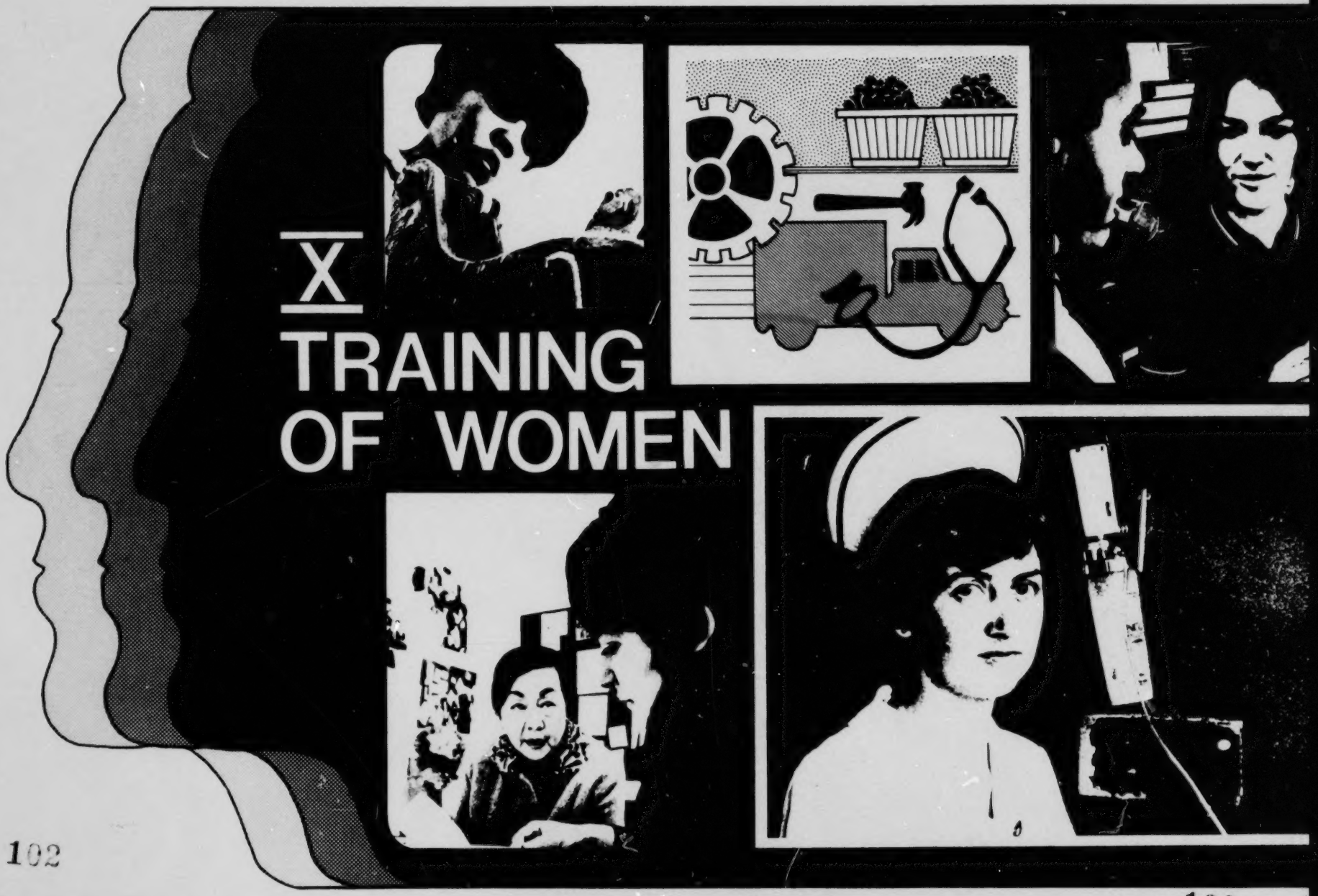
Source: California Post Secondary Education Commission

of scientific and technological changes, these women seeking paid employment find it necessary to resume their education and training. Universities, colleges, adult schools, women's organizations, and other groups have established training courses, counseling, and continuing education programs to help mature women re-entrants replace obsolete skills and build self-confidence. However, these supportive services vary considerably with the labor market demands, special needs, circumstances, and interests of women in specific areas.

The enrollment of younger women is encouraged through the establishment of child care centers on college campuses to enable them to continue their education and training while rearing their young children.

Women college graduates often have lower incomes than men with high school education. Only after five or more years of post-high school does the earnings gap appear to narrow. Almost 50 percent of the women with high school education only are in clerical occupations. A much smaller percentage with less than a high school education work as operatives or as service workers outside the home. Seventy to eighty percent of women with college education are in professional and technical occupations. About 12 percent with a high school education are in professional occupations. Less than 10 percent of women with a college education are managers and administrators.

In summarizing, it appears that despite women's advancement in educational attainment--their increased school enrollment, degrees obtained, and changes to non-traditional majors--they have not reached the job level of men in many areas. The indicators examined do, however, reveal a gradually narrowing gap.


X
TRAINING
OF WOMEN

X. TRAINING OF WOMEN

Women in Apprenticeship

In 1964, the establishment of the Apprenticeship Outreach Program (AOP) was designed specifically to place more women in apprenticeship.

In 1970, woman's place was so far from the apprenticeship world of work that it was an entirely new and startling question to ask: "Women in Apprenticeship--why not?" This is, in fact, the title of a U.S. Department of Labor publication summarizing results of the Wisconsin project, a 2-year research and demonstration effort to isolate, analyze, and minimize obstacles to women participating in apprentice training.

Before this project was put into operation in 1970, the apprenticeship establishment in the trades was composed almost exclusively of males. Organized major efforts were required to dispel myths and stereotyped attitudes that act as barriers to the entry of women in apprenticeable occupations.

The National Urban League is currently under contract with the Employment and Training Administration to conduct a pilot project for the recruitment and placement of an undetermined number of women in nontraditional occupations, including the apprenticeable trades.

Women, on their own initiative, are becoming increasingly interested in the nontraditional blue collar occupations, and seeking training and jobs in them.

The Department of Industrial Relations, Division of Apprenticeship Standards, reports (Tables 29 and 30, Appendix, pages 86-88) a total of 28,969 apprentices (men and women) are active statewide. Of this total 364 or .012 percent are women. In Los Angeles County, over 7,000 persons participate in apprenticeship training. Of this total 55 apprentices or 0.7 percent are women. This number has increased from 44 in January, 1976 and accounts for 15 percent of the 364 women apprentices in the state in April, 1976, and about one-tenth of one percent of the total number of apprentices statewide.

Table 16, page 51, shows the selected apprenticeship categories chosen by the 55 apprentices in Los Angeles County. Among the counties that have women apprentices, Los Angeles County has the greatest number (Table 30, Appendix, page 88). The data indicate that women are participating in apprenticeship training minimally. They also indicate that although most women apprentices are presently meat cutters, barbers, and carpenters, they have pioneered in many new occupations.

Job Corps

A pioneering effort of the Economic Opportunity Act of 1964, Job Corps is now included as Title IV of CETA of 1973 and is a part of the U.S. Department of Labor, Manpower Administration.

TABLE 16

WOMEN APPRENTICES
LOS ANGELES COUNTY
AS OF APRIL 1976

Trade	Number
Automotive mechanic	1
Barber	8
Boilerhouse repairer	1
Carpenter	3
Chief of party	1
Cook	1
Duplicating machine technician	2
Electrician, construction	1
Electronics technician	1
Machinist, general	1
Meat cutter, retail	22
Painter, decorator, & paperhanger	3
Plumber	1
Powerhouse operator, hydroelectric	1
Stationary engineer	6
Steamfitter	1
Taper	1
Total	55
Total women apprentices, California	364

Source: Department of Industrial Relations.
Division of Apprenticeship Standards

The Los Angeles Job Corps Center provides vocational education training for over 550 young disadvantaged men and women of the County. Among the enrollees, 260 are women who are engaged in vocational training and work experience. Job Corps training gives men and women a chance to unlock motivitations and ambitions, overcome educational deficiencies and enter successful placement.

Women in Los Angeles Job Corps are pursuing the course entitled "Vocational Exploration in Mechanical/Technical Skills". The course acquaints them with basic skills needed to pursue jobs in machinery repair, electronics assembly, construction and metal trades, transportation, woodworking, welding, and other occupations considered for men only. Some women are in training for bricklaying, plastering, and cement masonry. Residential training distinguishes Job Corps from other employment and training programs.

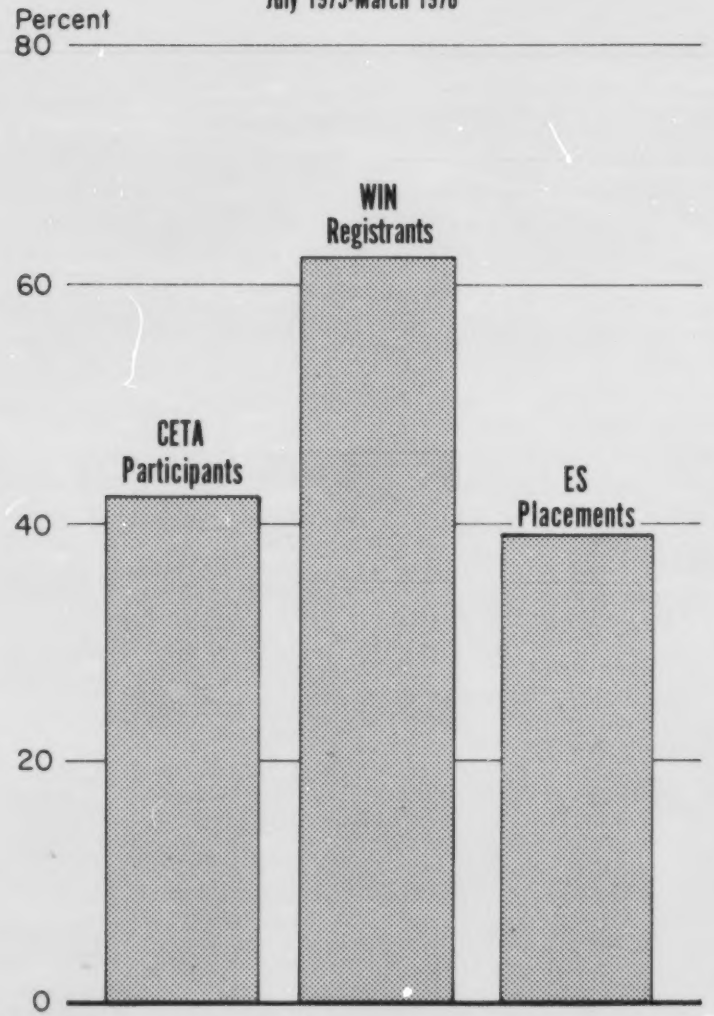
Women in Employment and Training

Women represent 39 percent of the work force in Los Angeles County. The proportion of women served by federally-funded training and placement programs equaled or exceeded this percentage during July 1975 and March 1976.

Comprehensive Employment and Training

Programs funded under Title I, II, and IV of the Comprehensive Employment and Training Act (CETA) assisted almost 12,000 women, or about

CHART H – **WOMEN IN EMPLOYMENT AND TRAINING PROGRAMS**
LOS ANGELES COUNTY
July 1975-March 1976



Sources: U.S. Department of Labor, Employment & Training Administration
Employment Data & Research

42 percent of all persons served. Approximately 1,300 of the women enrollees entered employment through CETA, accounting for 47 percent of all job placement (Chart H , page 52).

The Older Workers Program under Title I of CETA evaluates the skill and interest of clients. Through this program, women as well as men, are provided training and job placement in nonprofit agencies of the cities involved.

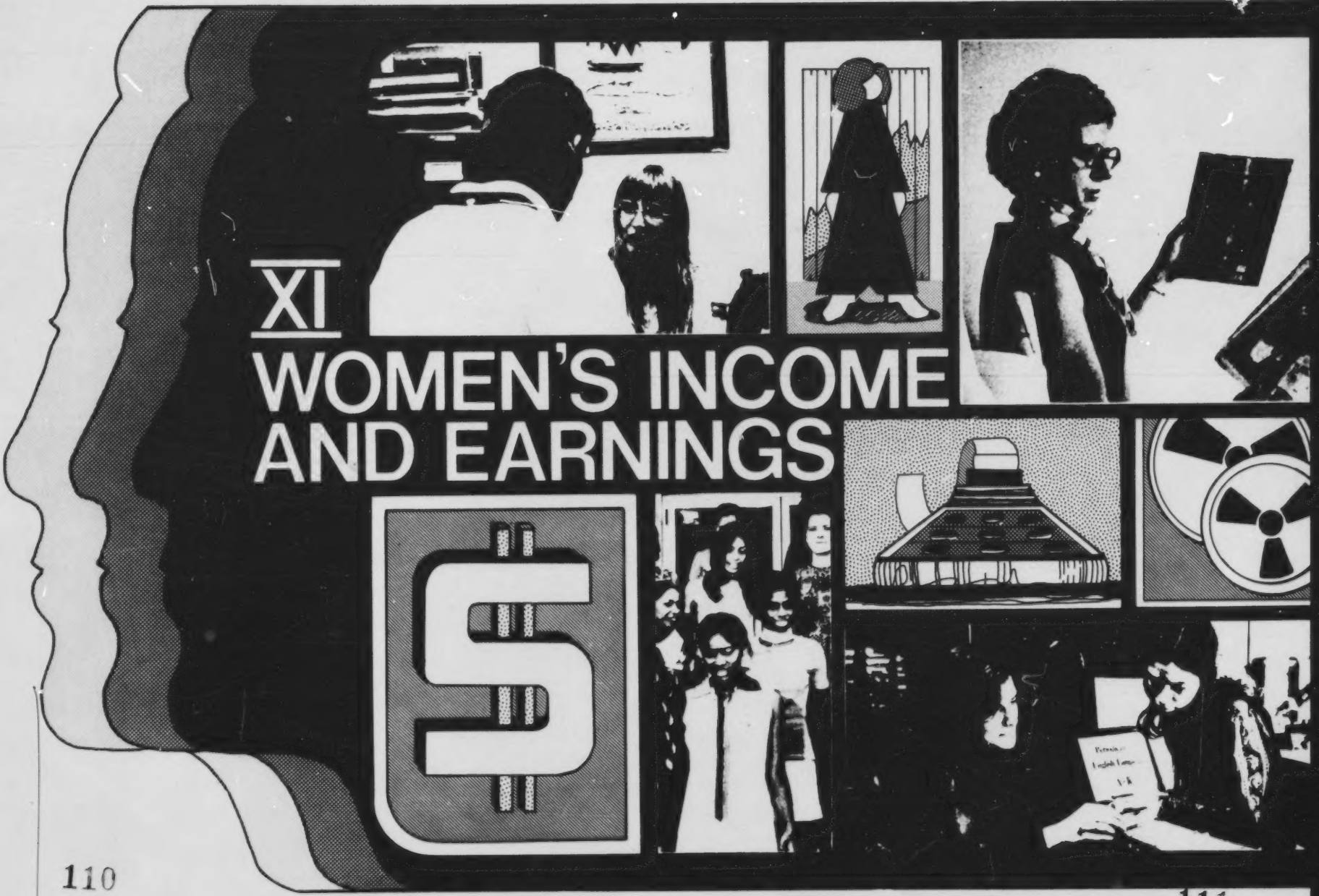
Employment Service

The California State Employment Service in Los Angeles County placed over 85,000 persons during the July 1975 - March 1976 period. Almost 33,000 were women. This later figure represents 39 percent of all persons placed (Chart H).

Work Incentive Program

From July 1975 to March 1976, of the 122,700 registrants in Work Incentive Program (WIN) in Los Angeles County, over 75,500 or 62 percent were women. Of the 8,900 who entered employment, 4,800 or 54 percent were women (Chart H).

Surveys indicate that men and women who complete training programs funded by Employment and Training Administration show significant gains in earnings of 15 percent for men and 11 percent for women over their earnings prior to job training.



XI WOMEN'S INCOME AND EARNINGS

XI. WOMEN'S INCOME AND EARNINGS

Because more women than men work in the lowest paying occupations, the salary gap between men and women has continued to widen over the years. Even when both sexes are more evenly represented in an occupational group, women's earnings are likely to be substantially lower than those of men in the same job. Some reasons are:

1. Large numbers of women work in non-union occupations and industries
2. Many work in lower paying occupations, e.g. clerical and service jobs
3. Insufficient education and/or experience
4. Nature of employing industry, e.g. labor intensive, using large numbers of unskilled workers doing mainly repetitive jobs
5. Geographical location of business

Over the past two decades, the wide earnings differential between men and women has persisted.

Bureau of Census figures indicate that the median annual earnings for 1969 for employed women in Los Angeles County were 59 percent of men's earnings, a percentage that ranged from 41 percent for salesworkers to 72 percent for clerical workers (Chart I, Page 56).

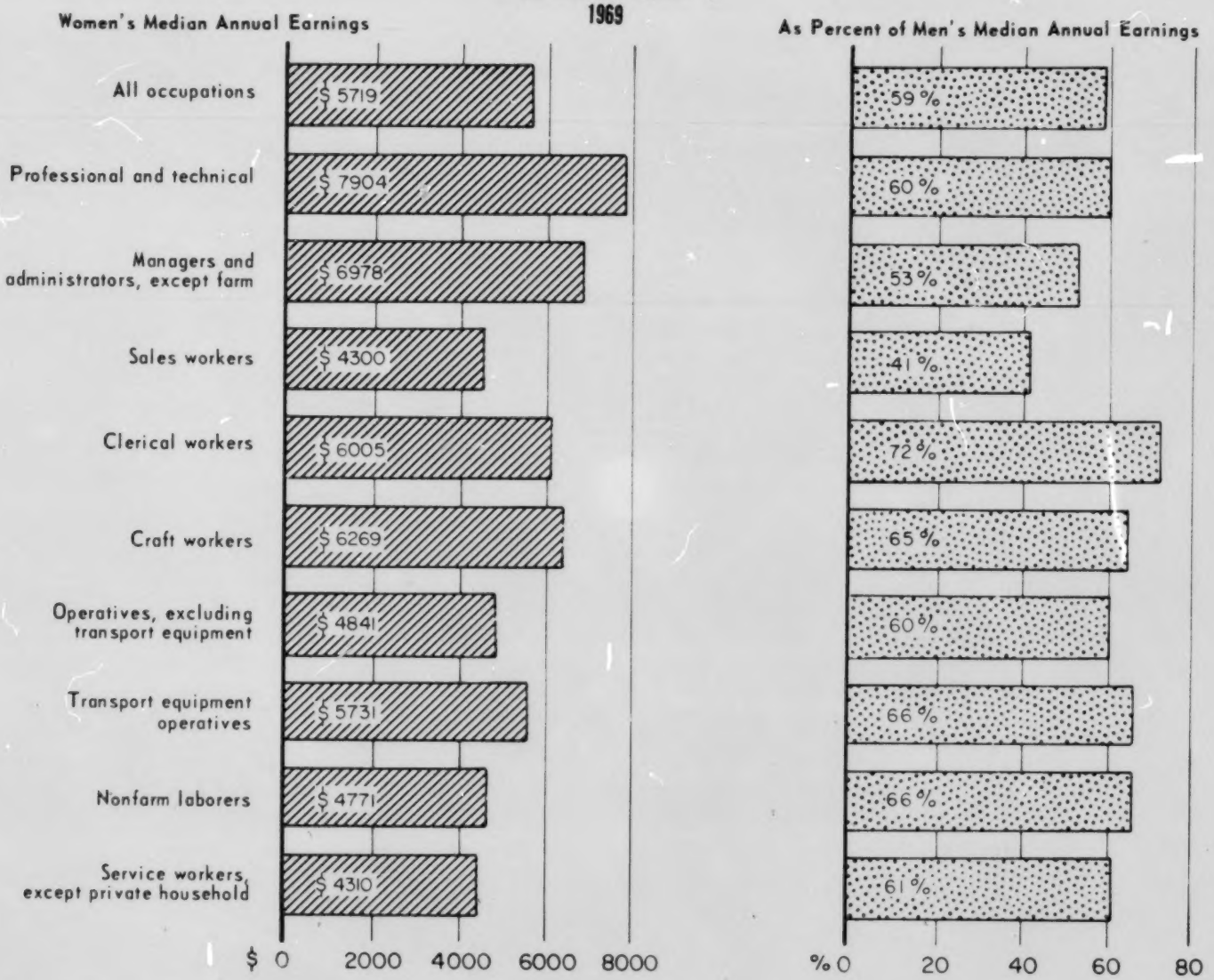
Chart I further shows that the annual earnings of employed women in Los Angeles County in 1969 were influenced by the type of jobs they held, a fact which is still true at the present time. The highest median annual earnings was received by professional and technical workers ($7,904), followed by managers and administrators ($6,978). Studies also reveal that although women are moving into the managerial positions gradually, the median income of salaried full-time women was about one-half that of men. This disparity appears to result from the low-level managerial positions women hold coupled with salary discrimination.

Incomes vary with groups and number of family members working. The increase in the number of working wives has helped to move families into higher income brackets. Also, an important job source gain for women has occurred in the growth of part-time employment in businesses which have extended their hours of work and other customer services. This requires the use of a large number of part-time workers to meet peak business periods, to relieve regular employees from unusually long hours, and to perform duties which require less than a full week's work.

In 1950, 15 percent of all households in the nation had annual earnings of $10,000 or more. By 1970, one-half of the nation's families earned more than this amount. This amazing growth in family income reflects primarily the rise in

CHART I – MEDIAN ANNUAL EARNINGS OF WOMEN EMPLOYED YEAR-ROUND BY OCCUPATION

LOS ANGELES COUNTY
1969



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SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

wages, but also the prevalence of households with working wives and the ultimate effect their paychecks has on the family income. Another measure of the gap in the earnings of women and men full-time year-round workers is shown in a distribution of these workers by earnings levels. For example, 12 percent of the women but only 5 percent of the men earned less than $3,000 in 1970. Forty-five percent of the women but only 14 percent of the men earned less than $5,000. Only 7 percent of the women but 40 percent of the men had earnings of $10,000 or more.

Median earnings for women who worked full-time year round in 1970 were 58 percent of the full-time earnings for men (Chart I, page 56). The following table highlights the difference:

Worker	Earnings
White Men	$7,396
Black Men	4,777
White Women	4,279
Black Women	3,194

Source: "A Matter of Simple Justice," The Report to the President's Task force on Women's Rights and Responsibilities, April 1970, p. 18.

In 1973, despite women's comparatively low earnings, working wives contributed about 20 to 40 percent of the total family income.

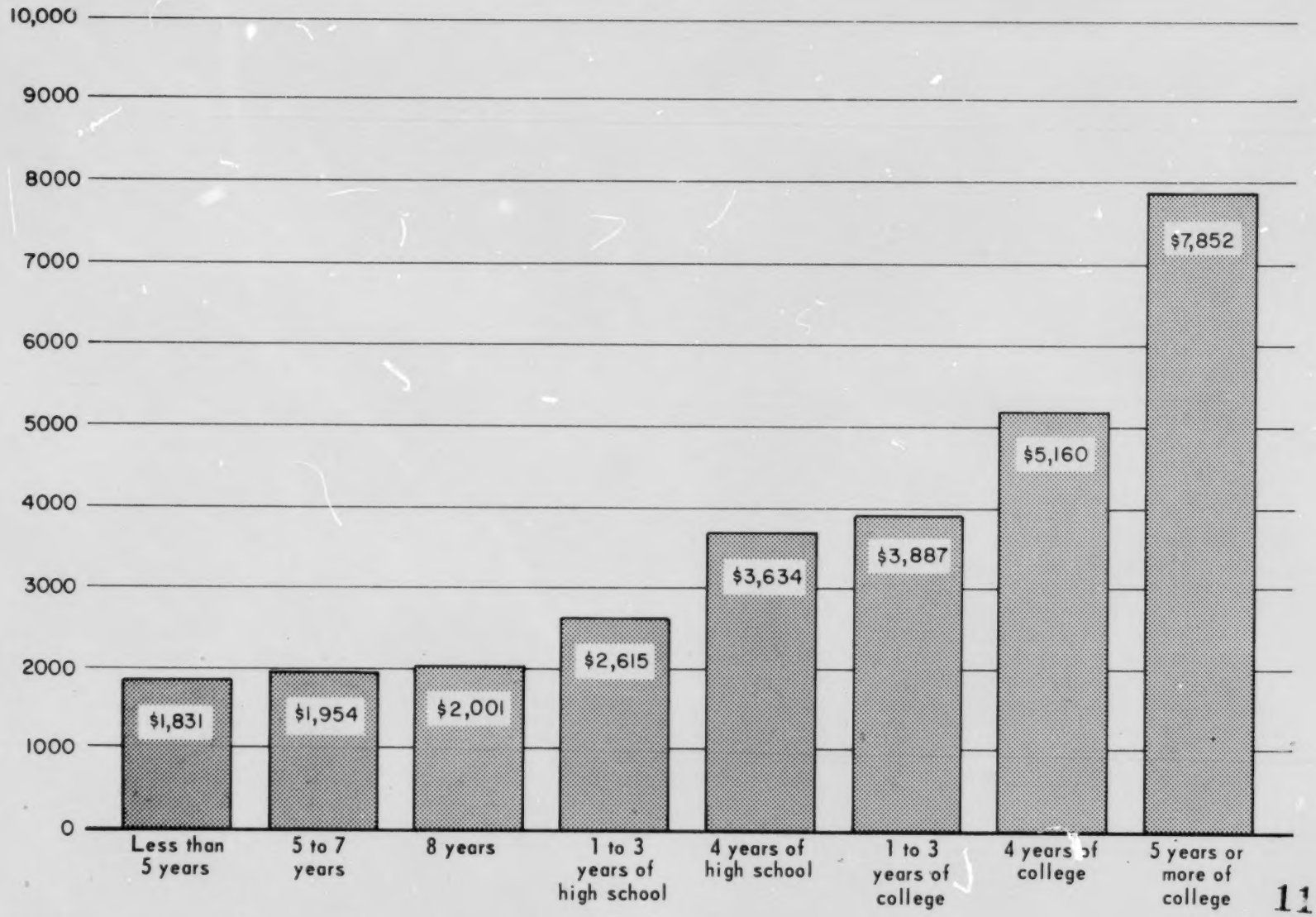
Income and Education

Women with more years of education generally have significantly higher earnings than women with less education. The earnings usually rise with the increase in educational attainment when women workers are distributed by occupational group. Median dollar earnings of year-round full-time workers who were college graduates, for example, were more than twice as high as for women who had eight or fewer years of schooling.

As Bureau of Census figures indicate in 1969, a man 18 years old or over with an 8th grade education in Los Angeles County had a median income of $6,000 a year, whereas a woman with the same education had a median income slightly over $2,000. The median incomes for men and women high school graduates were $7,900 and $3,600, respectively (Chart J, page 58).

The median income for men with four or more years of college ranged from $12,000 to $13,900, while income for women with four or more years of college ranged form about $5,100 to $7,800 annually (Chart I, page 56).

CHART J – MEDIAN INCOME OF WOMEN 18 YEARS AND OVER WITH INCOME BY YEARS OF SCHOOL COMPLETED
LOS ANGELES COUNTY
1969



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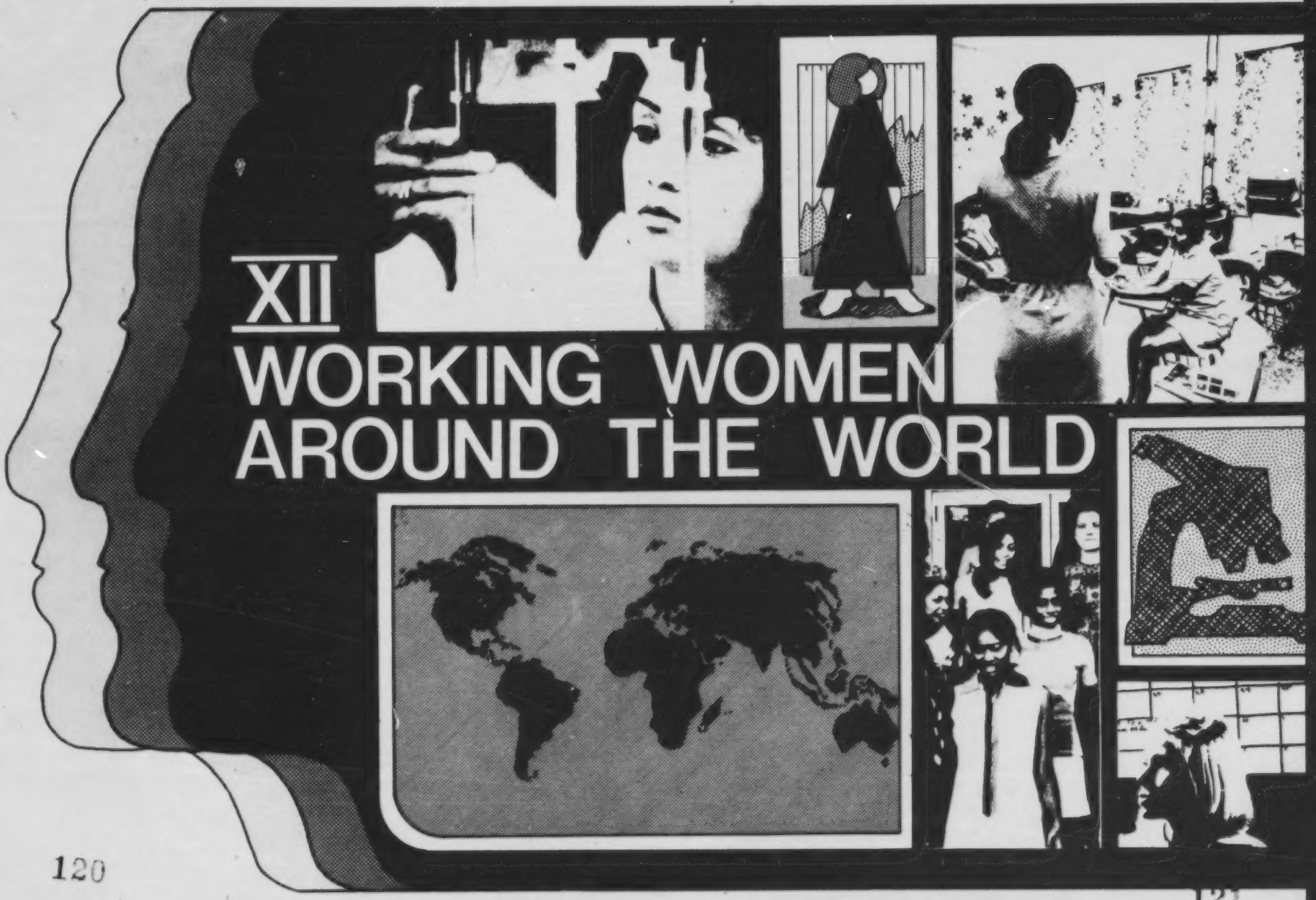
SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS


XII
WORKING WOMEN
AROUND THE WORLD

XII. WORKING WOMEN AROUND THE WORLD

The trend towards the increase in female participation and a stronger role in the labor force is evident not only in the United States but in other countries as well.

Except during World War II and to some extent during the Korean War, this country has never approached full utilization of its women power. Our experience in this regard is in sharp contrast with that of the Soviet Union, the Peoples Republic of China, East Germany, and other communist-dominated countries as well as that of other Western democracies, particularly Sweden.

A look at working women around the world reveals some interesting comparisons. A few examples may illustrate the general trend towards an increase in the work participation of women and their role in the total work force.

TABLE 17

FEMALE PARTICIPATION IN THE LABOR FORCE
IN THE EIGHT MAJOR AREAS OF THE WORLD, 1960 AND PROJECTIONS FOR 1975
(Percentages)

Major Area	Female Activity rate		Active females as proportion of total labor force	
	1960	1975	1960	1975
World	29.8	27.9	35.0	34.3
Africa	25.4	23.0	31.5	30.9
Latin America	12.6	12.0	19.2	19.6
North America	24.2	27.6	31.4	35.0
East Asia	37.1	35.8	40.1	38.9
South Asia	25.4	22.4	30.6	29.7
Europe	29.3	29.3	33.6	34.4
USSR	48.5	48.0	51.6	49.3
Oceania	22.7	25.4	27.2	30.4

Source: Labor Force Projection 1965-1985, op. cit., Part V: World Summary

In recent years noticeable increases have been evident in women's employment in Western European countries where their participation rate and share in the workforce have traditionally been low—e.g. in Switzerland, the Netherlands, and Austria.

In Eastern Europe, women are encouraged to exercise the right to work, and they continue to play an important role in economic life. European women workers tend to be predominantly young and do not approach their working lives as lifelong careers.

Australia and New Zealand have both shown considerable increases in women's employment.

In Japan, a dramatic rise has been noted in the number of women in employment during the postwar period. During the 1950 - 1970 period, many women who worked as unpaid farm laborers in Japan withdrew from the labor force entirely when their families left agriculture. Today in Japan, more women then ever are working in diverse fields. Yet, recent studies indicate most Japanese women still prefer their homemaking and child-rearing duties.

Available statistics reveal participation rates are still low for women in some areas of South America, Polynesia, South Europe, South Africa, and the Caribbean.

Within most countries there are quite striking regional differences in women's participation in economic activity; and during the past decade more attention has been given to studying these differences (Chart K, page 64).

In the less developed countries, most women are still working in agriculture. Over 90 percent of the women in some countries in Africa are so engaged. In most of the industrialized countries, the percentage of women in agriculture is low (under 10 percent) and between one and two percent for the United States and the United Kingdom.

The United States' shift from an industrial to a predominantly service economy after World War II set the pattern for many industrial countries.

The service sector now accounts for a high percentage of women workers in many developed and developing countries. Also, as in the United States, women comprise a large part of the clerical and sales work force in many countries. On the other hand, women are only a small proportion of administrative, executive, managerial, and craft workers in the majority of countries, including the United States (Charts L & M, pages 65 & 66). Except for women in educational and health services, the percentage of women classified as professional and technical workers in the United States is low. In contrast, a large part of the female labor force in most countries, except Asia, are in this category.

As indicated in Chart L, page 65, in 1970 in the United States, 16 percent of all women were classified as professional and technical workers. For example, women are a source of physician supply that has been barely tapped in the United States. In 1960, 6.9 of the physicians in this country were women. This figure rose to only 9.2 percent by 1970. The small percentage of women in this category is not typical in many other countries

as shown in the following table of percentage of women physicians and dentists in selected countries in the seventies.

Country	Physicians	Dentists
USSR	74	77
Great Britain	16	8
France	13	27
Germany	30	--
Israel	24	--
Denmark	--	70
Finland	27	72
Sweden	17	27
Poland	46	81
USA	9.2	3.4

Source: Chartbook for International Conference of Women in Health, 1975

In the United States the representation of women in the legal field is also small compared to some countries. In 1970, in the United States, 4.9 percent of the women were lawyers; while in France, 14 percent; and in Hungary, 9 percent. Of the total of judges in Poland, 25 percent are women, and in Denmark, 50 percent of the students aspiring for a career in law are women. A sharp contrast is also shown in the percentage of women in the field of pharmacy.

Country	Percentage of Women Pharmacists
Sweden	69
Poland	78
USSR	95
Finland	86
USA	12

Source: Chartbook of International Conference of Women in Health, 1975

In many countries, over one-third of all married women are economically active, and married women make up over one-half of the female labor force. Ten years ago, the increase was largely made up of married women beyond the usual child-bearing years. Recently, a change has occurred and more younger married women are employed in many countries.

The increase of married women in the labor force has been accompanied by an increase of working mothers. In many foreign countries, the entry of working mothers has been accompanied by a variety of benefits such as nurseries and kindergartens subsidized and supervised by national or local governments. In some countries, Africa for example, motherhood continues to provide the basic self image in the absence of all or most outside economic, social, and political activities.

Trends in many countries reveal similarities when compared with the United States:

.....Most women workers are not concentrated in the same occupations in which most men are employed.

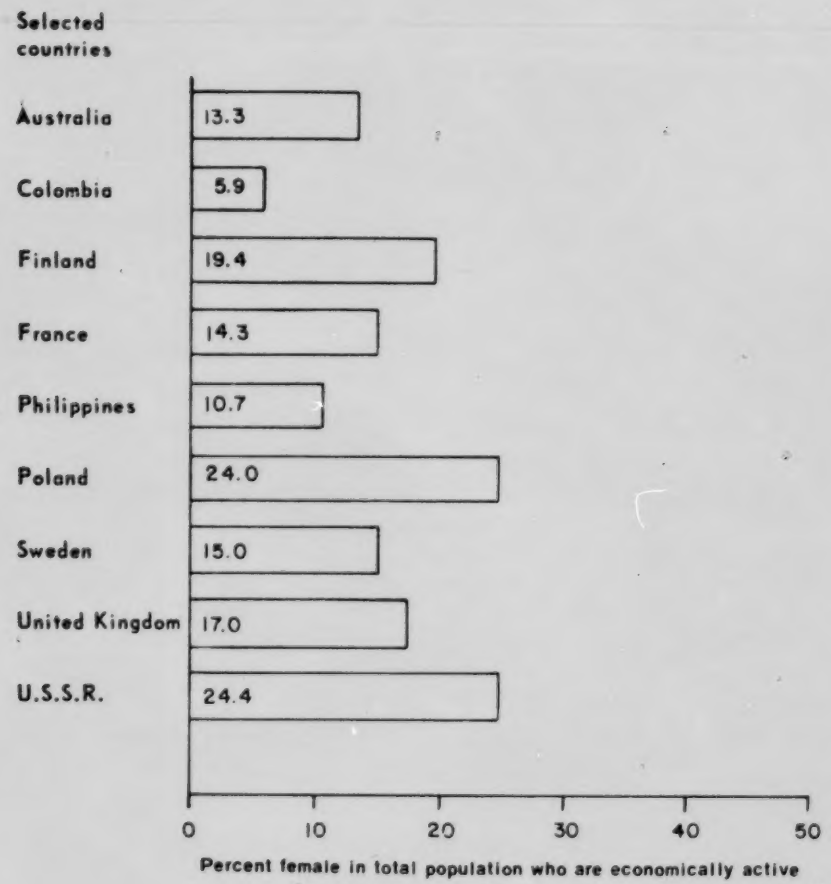
.....Occupational distribution in the course of time changes from country to country.

.....Women are breaking out of traditional occupational patterns and moving into other areas--new types of technical, scientific, and industrial work.

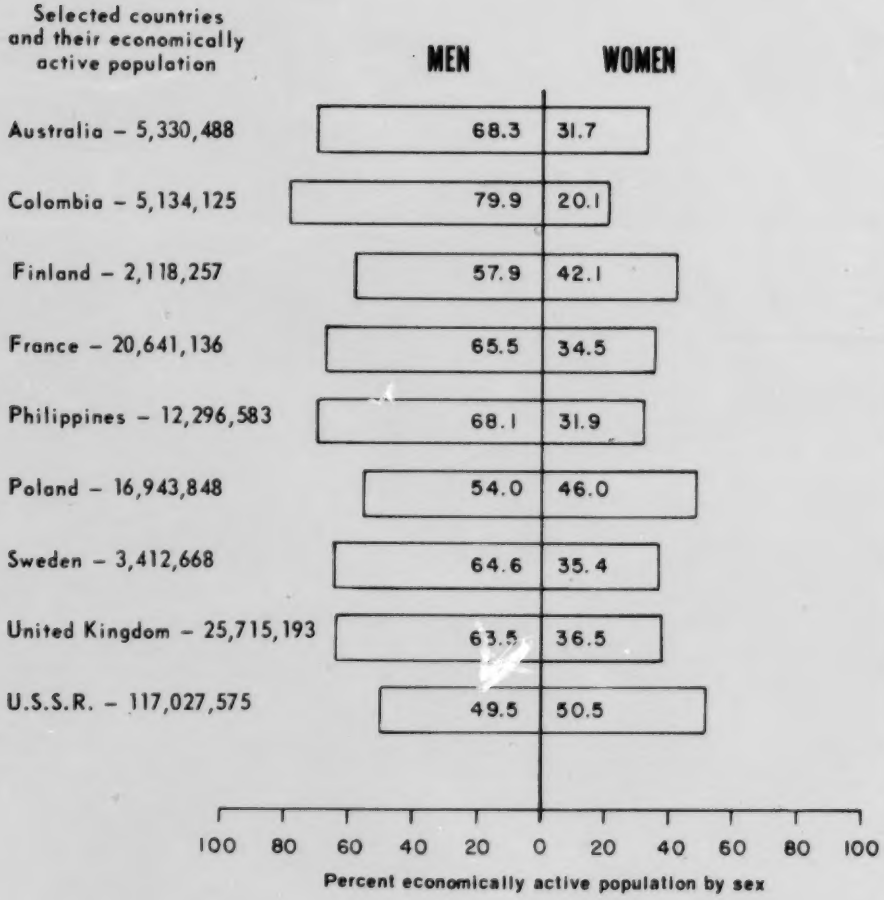
.....Women tend to remain concentrated in a limited number of occupations that are relatively low in skill and responsibility.

Chart K

PERCENT OF ECONOMICALLY ACTIVE FEMALES IN TOTAL POPULATIONS IN SELECTED COUNTRIES*



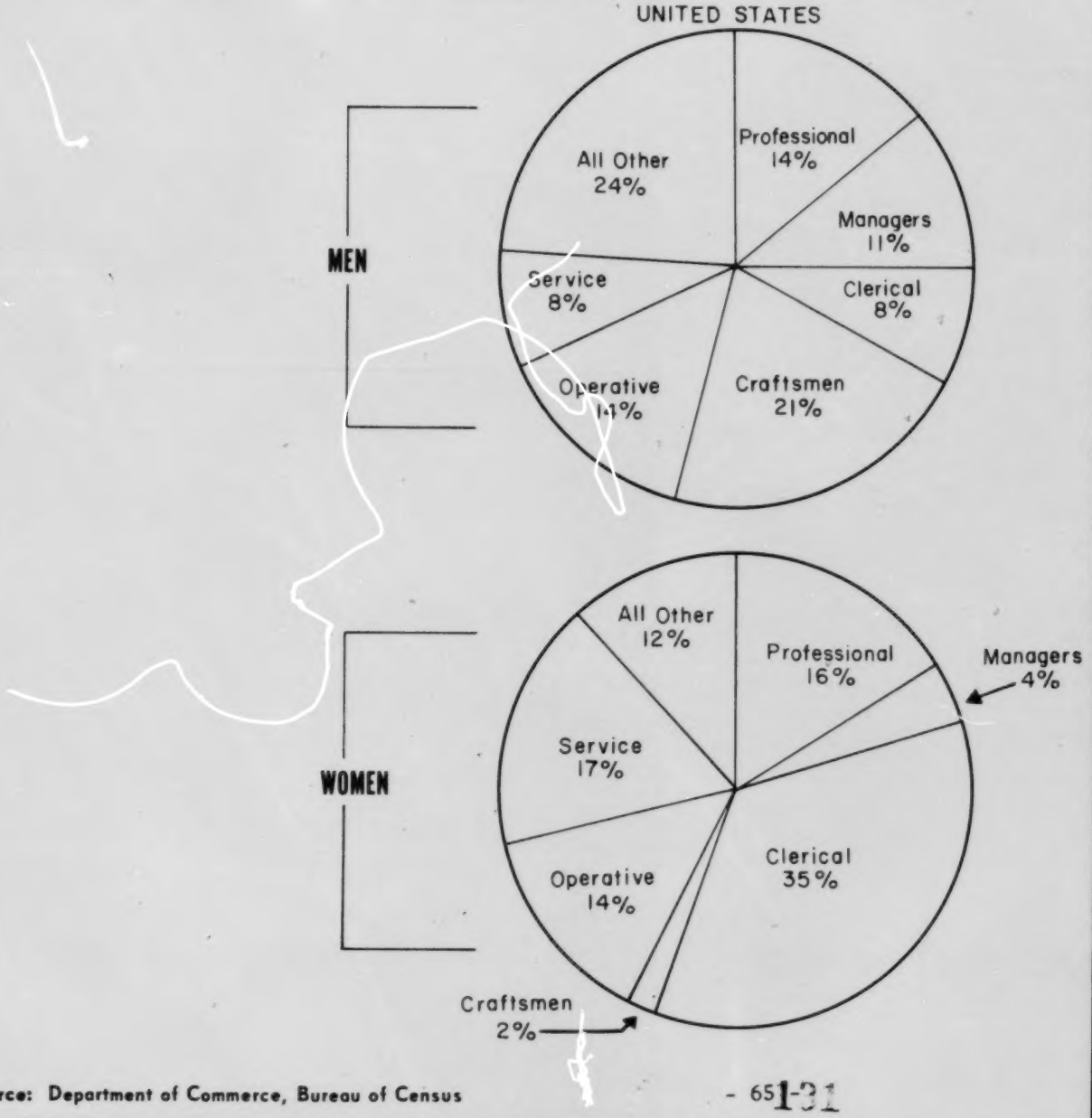
THE ECONOMICALLY ACTIVE POPULATION IN SELECTED COUNTRIES, BY SEX



Source: International Labor Organization, Yearbook for Labor Statistics, 1974

*Information based on recent estimates or last census

CHART L – **EMPLOYMENT IN MAJOR OCCUPATIONAL GROUPS: 1970**



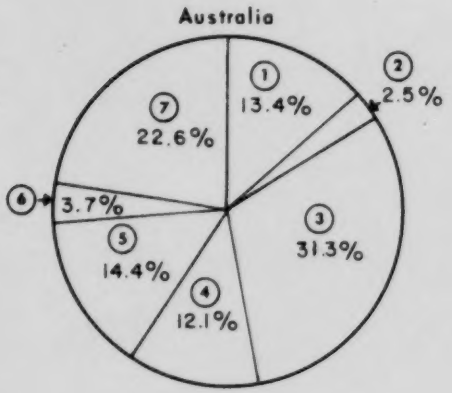
Source: Department of Commerce, Bureau of Census

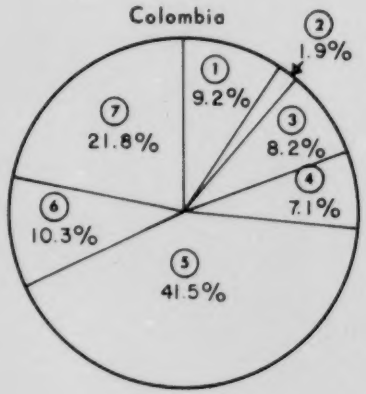
1-31

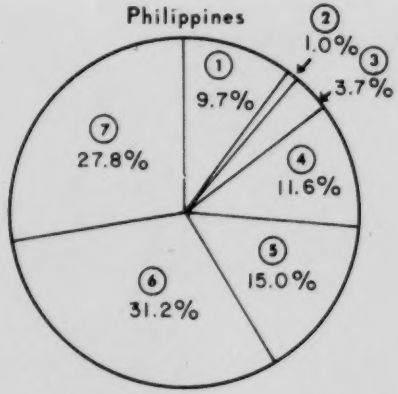
Chart M

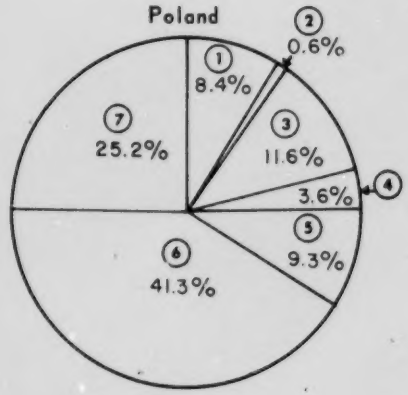
PERCENT DISTRIBUTION OF FEMALES IN SELECTED OCCUPATIONS IN SELECTED COUNTRIES

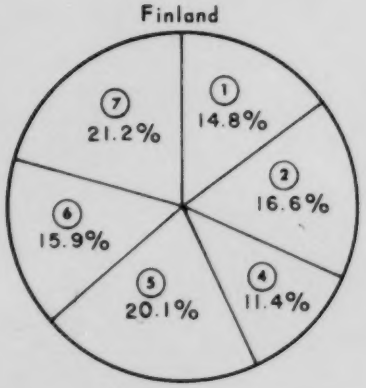
Legend:
1 Professional, technical and related workers
2 Administrative and managerial
3 Clerical and related
4 Sales workers
5 Service workers
6 Agriculture
7 Others

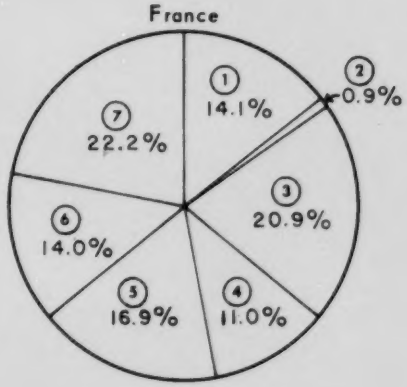


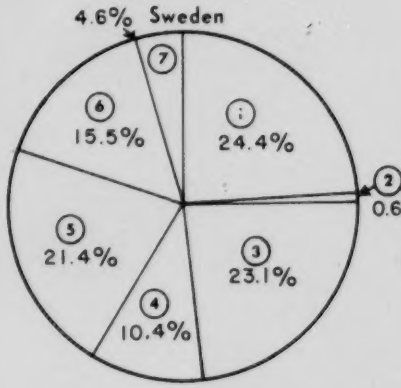


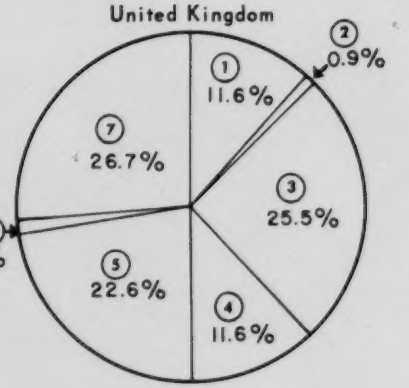












Source: International Labor Organization, Yearbook for Labor Statistics, 1974

XIII TRENDS AND CHANGES

Legislation Covering Women Workers

Over the past ten years, in keeping with women's expanded role in the labor market, several laws have been passed and Executive Orders issued to help eliminate the sex-based discrimination found in employment and education.

Tradition, social mores, and general ignorance have contributed to prolonged and deep rooted discrimination against women workers. It is imperative that information regarding legislation relating to women's rights in the labor market be made known to all women and that women avail themselves of these opportunities.

A summary of pertinent legislation concerning women workers in industry is presented in Table 32, pages 90 and 91.

The Equal Pay Act of 1963, an amendment to the Fair Labor Standards Act of 1938, was an early step toward equalizing earnings for men and women workers. California is one of more than 35 states that have equal pay laws. Equal pay legislation by itself could not ensure equal opportunities.

Thus, Title VII, Civil Rights Act of 1964, was enacted and became a major instrument in ensuring equal status for men and women in the work force.

Other government actions include Executive Order 11246, signed in 1967, and its Amendment, Executive Order 11375.

In 1970 pursuant to these Orders, Order No. 4 specified in great detail what federal contractors were required to include in their affirmative action programs. Revised Order No. 4 required affirmative action goals and timetables for increasing the representation of women at all levels and in all job categories in which they were underrepresented or not fully utilized.

Another legal step to help eradicate arbitrary barriers to employment was the Age Discrimination Act of 1967.

The Equal Employment Opportunity Act of 1972 brought about additional changes and further enforcement scope in sex discrimination cases.

The Education Amendment Act of 1972 covers areas of significance to women other than equal pay to executive and administrative employees. One of these prohibits sex discrimination in all federally-assisted education programs.

Action has been taken in areas other than employer discrimination. One of the most recent is the Equal Credit Opportunity Act of 1975 which makes it illegal for lenders to deny credit to any individual on the basis of sex.

The laws and orders mentioned have been effective to a degree in alleviating discrimination. The push for job equality from the Civil Rights Movement

of the 1950's and 1960's resulted in the issuance of these laws and orders. The questions posed and inequities spotlighted by women's organizations, unions, and other interested groups have made individuals in government and private industry reexamine attitudes toward women's role at home, at school, and on the job.

As a result:

(a) More jobs, including nontraditional occupations, have been opened to women.

(b) Recent court cases have furthered implementation of legislative objectives and provided for back pay and comprehensive relief to remedy discrimination and affirmative action programs for women.

(c) Departments and Agencies are now required to establish Federal Women's Programs for the purpose of enhancing employment and advancement for women.

Future Directions for Women

Although changes in the economy and fast pace of life preclude an accurate forecast of the future, trends can be studied.

Women now realize their potential, and society is awakening to the need to use this potential. There are continued demands for action on the part of all who, by combined effort, can contribute to the advancement in the status of women and their effective integration into economic and social life. Governments have begun to provide support to industry, unions, and women's organizations and to recognize that they have a distinct and important part to play in combating sex discrimination. As a result, effective legislative enactments have ordered an end to sex discrimination and stimulated awareness that barriers to employment, based on traditions or discriminatory preferences, still exist and should be eliminated.

The cooperation of these advocates in eliminating barriers, sterotypes, and myths have all led the way and contributed to the significant advances women have made and are still making. It must not be overlooked, however, that women through initiative, foresight, and tenacity have banded together to assert not only feminism but to support all causes that will effect changes in their long-standing roles in society. Such changes as increasing educational and vocational opportunities have broadened career choices and led to increased incomes.

Statistics show that nine out of ten women will work at paid employment at some time during their lives. Variations in work schedules part-time work, shorter workweeks, and flextime have provided a partial solution of job problems for working wives and mothers of young children, and at the same time meet employers' needs for additional personnel in peak periods.

The weight and inter-relationship of factors affecting the evolution of women's employment vary now, as in the past and foreseeable future, not only with time but with many economic and social changes and reforms. Myths and generalities based on traditional concepts about women have long ceased to have validity and relevance in the 20th century and show signs of crumbling more in the future.

Some ostensible evidences have demonstrated that sex stereotyping is coming to an end. Changes in 52 sex-stereotyped job titles have been adopted in the U.S. Census Bureau's Occupational System. The changes were recommended by the Federal Interagency Committee on Occupational Classification. The suffix "men" has been dropped from most of the occupational titles, and replaced by "worker" or "operator". The title for the major group, craftsmen and kindred workers, has been changed to craft and kindred workers.

Reforms in hiring and promotion policies, which heretofore involved sex stereotyping, have brought compensation to many who were victims of this bias. Therefore, it is possible to legislate decency. Federal executive orders have teeth; fines, litigation, negotiation, and poor public images have led to widespread corporate resolve to avoid such trouble. Elimination of stereotypical thinking should result in many more advantages for working women and society as a whole.

Greater access to acceptance of higher levels of formal education are among the most important social changes underway in the lives of both men and women. Education credentials have been increasingly essential to status, mobility, and financial success. The labor force has been shifting from a predominantly non-college educated pool of workers to one in which the level of educational attainment is rising dramatically. In the late 1950's more than one-third of the adult civilian labor force had completed only 8 years or less of formal education. By 1970, the figure had diminished to about 12 percent and it is expected to decline even more in the next ten years.

During the coming years, enlightened legislation and an improved national economy should bring better living standards, especially for the disadvantaged and underprivileged, better educational and health opportunities and faciities, and improved environmental quality. These developments should have in their wake more job opportunities for all.

How women can take advantage of these occupational demands is dependent on their own actions and aptitudes as well as those of others. Women, however, will need to avail themselves of more and better counseling to develop career goals while educators and employers tailor education, training, and employment to offer wider occupational choices and assure equal educational opportunities free of sexual bias.

With lessened physical demand requirements and relatively high earnings in areas where women are greatly underrepresented, women will need to take advantage of the expanded opportunities to use their potential, skills, and aptitudes to the fullest by choosing and accepting these alternative careers. Women apprentices, for example, should be accepted in greater number.

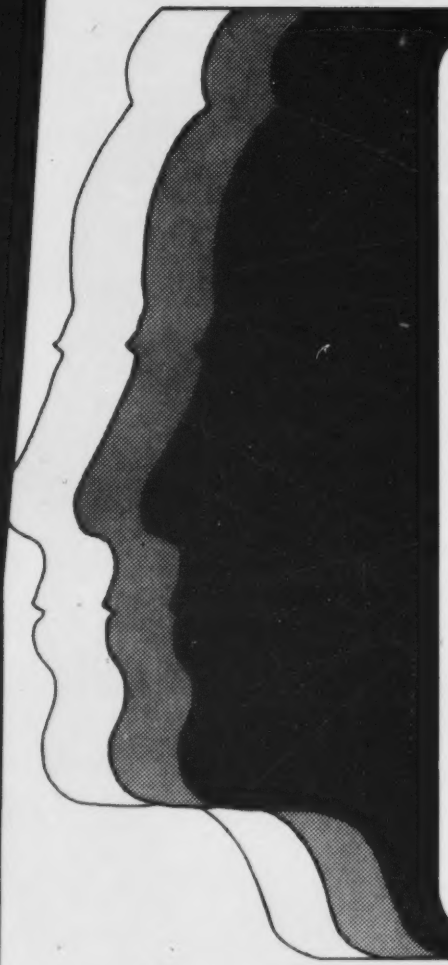
More equitable personnel policies, employment practices, and fringe benefits in compliance with federal laws by employers should promote better equality of opportunity and treatment for women workers. Women already have made progress toward achieving job entry, equal pay, fringe benefits, and promotional opportunities in higher paying, nontraditional occupations.

The employment outlook seems favorable for women with technical, scientific, clerical and specialized skills, despite technological developments, but will be less favorable for those with limited training and the ability to perform only simple and routine tasks.

Government will continue to be a major source of new jobs for women. The service industries will continue their fast growth and require additional women workers. With continuing and increasing emphasis on social sciences and medical sciences during the 1970's and 1980, trained women will find favorable employment opportunities in professional and technical occupations.

Data indicate an increase in the working years of the average women. Changes in family life and responsibilities, and spending patterns will continue to have a profound effect in altering the quality of life for women everywhere. And, as the Employer and Training Report of the President in 1975 states:

"During the last quarter of the 20th century, woman's commitment to market work, traditionally limited in duration and significance, is likely to grow. Declining birth rates, along with rising levels of education and career aspirations of younger women, suggest that the future worklives of the two sexes will come to resemble each other more and more, both in terms of occupational distribution and time spent in the labor force."



STATISTICAL APPENDIX

STATISTICAL APPENDIX

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TABLE 18
EMPLOYMENT STATUS FOR PERSONS 16 YEARS AND OVER
TOTAL, MALE AND FEMALE, BY RACE AND ETHNIC GROUP
LOS ANGELES COUNTY, 1970

	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL BOTH SEXES, 16 YEARS AND OVER	5,016,275	4,365,778	478,623	171,874	788,110
TOTAL LABOR FORCE	3,048,866	2,645,974	290,285	112,607	481,549
LABOR FORCE PARTICIPATION RATE	60.8	60.6	60.7	65.5	61.1
CIVILIAN LABOR FORCE	3,014,116	2,615,610	287,569	110,937	479,214
EMPLOYED	2,826,565	2,460,852	259,093	106,620	445,281
UNEMPLOYED	187,551	154,758	28,476	4,317	33,933
UNEMPLOYMENT RATE	6.2	5.9	9.9	3.9	7.1
NOT IN LABOR FORCE	1,967,409	1,719,804	188,338	59,267	306,561
INMATE OF INSTITUTION	67,956	59,110	7,886	960	5,755
ENROLLED IN SCHOOL	310,652	259,950	35,381	15,321	56,757
OTHER UNDER 65 YEARS	1,076,473	930,067	113,534	32,872	200,754
DISABLED OR HANDICAPPED	239,763	194,317	40,106	5,340	33,462
OTHER OVER 65 YEARS	512,328	470,677	31,537	10,114	43,295
TOTAL MALE, 16 YEARS AND OVER	2,377,391	2,072,513	220,164	84,714	378,340
TOTAL LABOR FORCE	1,872,637	1,644,682	160,965	66,990	306,662
LABOR FORCE PARTICIPATION RATE	78.8	79.4	73.1	79.1	81.1
CIVILIAN LABOR FORCE	1,838,326	1,614,699	158,290	65,337	304,363
EMPLOYED	1,727,254	1,522,436	142,081	62,737	284,296
UNEMPLOYED	111,072	92,263	16,209	2,600	20,067
UNEMPLOYMENT RATE	6.0	5.7	10.2	4.0	6.6
NOT IN LABOR FORCE	504,754	427,831	59,199	17,724	71,678
INMATE OF INSTITUTION	34,068	27,497	5,883	688	4,206
ENROLLED IN SCHOOL	147,134	122,995	16,317	7,822	26,338
OTHER UNDER 65 YEARS	145,387	115,353	25,292	4,742	24,128
DISABLED OR HANDICAPPED	75,046	59,530	13,987	1,529	9,868
OTHER OVER 65 YEARS	178,165	161,986	11,707	4,472	17,006
TOTAL FEMALE, 16 YEARS AND OVER	2,638,884	2,293,265	258,459	87,160	409,770
TOTAL LABOR FORCE	1,176,229	1,001,292	129,320	45,617	174,887
LABOR FORCE PARTICIPATION RATE	44.6	43.7	50.0	52.3	42.7
CIVILIAN LABOR FORCE	1,175,790	1,000,911	129,279	45,600	174,851
EMPLOYED	1,099,311	938,416	117,012	43,883	160,985
UNEMPLOYED	76,479	62,495	12,267	1,717	13,866
UNEMPLOYMENT RATE	6.5	6.2	9.5	3.8	7.9
NOT IN LABOR FORCE	1,462,655	1,291,973	129,139	41,543	234,883
INMATE OF INSTITUTION	33,888	31,613	2,003	272	1,549
ENROLLED IN SCHOOL	163,518	136,955	19,064	7,499	30,419
OTHER UNDER 65 YEARS	931,066	814,714	88,242	28,130	176,626
DISABLED OR HANDICAPPED	164,717	134,787	26,119	3,811	23,594
OTHER OVER 65 YEARS	334,163	308,691	19,830	5,642	26,289

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 19
LIVING ARRANGEMENTS
BY RACE AND ETHNIC GROUP
LOS ANGELES COUNTY, 1970

PERSONS IN HOUSEHOLDS	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL PERSONS IN HOUSEHOLDS	6,889,884	5,903,146	748,269	238,469	1,276,217
HEAD OF HOUSEHOLD	2,438,418	2,122,827	242,046	73,545	345,318
FAMILY HEAD	1,769,331	1,537,950	175,208	56,173	293,124
MALE	1,532,760	1,358,015	124,296	50,449	250,431
FEMALE	236,571	179,935	50,912	5,724	42,693
AS PERCENT OF TOTAL FAMILY HEADS	13.4	11.7	29.1	10.2	14.6
PRIMARY INDIVIDUAL 1/	669,087	584,877	66,838	17,372	52,194
MALE	291,472	248,618	33,127	9,727	27,940
FEMALE	377,615	336,259	33,711	7,645	24,254
WIFE OF HEAD	1,468,819	1,305,279	113,316	50,224	237,048
CHILD OF HEAD	2,548,652	2,131,465	324,915	92,272	597,826
OTHER RELATIVE OF HEAD	282,420	217,111	51,078	14,231	73,505
NONRELATIVE OF HEAD (INCLUDES ROOMER, FRIEND,ETC.)	151,575	126,464	16,914	8,197	22,520
POPULATION PER HOUSEHOLD	2.8	2.8	3.1	3.2	3.7
FAMILIES BY PRESENCE OF OWN CHILDREN AND TYPE					
FAMILIES WITH OWN CHILDREN UNDER 18 YEARS	967,125	819,338	112,671	35,116	202,806
PERCENT OF ALL FAMILIES	54.7	53.3	64.3	62.5	69.2
HUSBAND-WIFE FAMILIES	797,466	694,849	71,398	31,219	169,388
OTHER FAMILY WITH MALE HEAD	20,539	16,534	3,365	640	3,797
FAMILY WITH FEMALE HEAD	149,120	107,955	37,908	3,257	29,621
FAMILIES WITH OWN CHILDREN UNDER 6 YEARS	455,519	378,169	58,964	18,386	116,824
PERCENT OF ALL FAMILIES	25.7	24.6	33.7	32.7	39.9
HUSBAND-WIFE FAMILIES	391,343	335,270	39,105	16,968	102,085
OTHER FAMILY WITH MALE HEAD	5,661	4,277	1,224	160	1,481
FAMILY WITH FEMALE HEAD	58,515	38,622	18,635	1,258	13,258
PERSONS UNDER 18 YEARS BY RESIDENCE WITH PARENTS					
TOTAL PERSON UNDER 18 YEARS	2,269,313	1,876,425	313,296	79,592	552,367
PERCENT LIVING WITH BOTH PARENTS	78.6	82.1	55.8	86.2	79.6
PERCENT LIVING WITH ONE PARENT	17.4	14.5	36.9	10.1	16.2
PERCENT LIVING WITH NEITHER PARENT	3.9	3.4	7.3	3.7	4.2

1/ A HOUSEHOLD HEAD LIVING ALONE OR WITH NONRELATIVES ONLY.
SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS.

TABLE 20

INCOME IN 1969 OF FAMILIES AND UNRELATED INDIVIDUALS [1/]
14 YEARS OLD AND OVER, BY RACE AND ETHNIC GROUP
LOS ANGELES COUNTY, 1970

	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL FAMILIES	1,769,331	1,537,950	175,208	56,173	293,124
LESS THAN $2,000 (INCLUDES NONE AND LOSS)	77,753	58,342	16,656	2,755	17,655
$2,000 TO $2,999	59,195	45,693	11,935	1,567	12,197
$3,000 TO $3,999	70,690	56,183	12,640	1,867	14,940
$4,000 TO $4,999	74,425	60,062	12,251	2,112	16,761
$5,000 TO $5,999	82,064	66,582	12,824	2,658	18,849
$6,000 TO $6,999	91,902	75,410	13,486	3,006	21,575
$7,000 TO $7,999	103,449	86,629	13,625	3,195	23,337
$8,000 TO $8,999	108,723	92,993	12,140	3,590	22,656
$9,000 TO $9,999	109,220	94,751	10,838	3,631	22,455
$10,000 TO $14,999	489,359	435,407	37,760	16,192	77,751
$15,000 TO $24,999	376,204	345,144	18,132	12,928	38,084
$25,000 AND OVER	126,347	120,754	2,921	2,672	6,864
MEDIAN FAMILY INCOME	10,971	11,355	7,573	11,071	8,937
MEAN FAMILY INCOME	12,783	13,298	8,495	12,047	9,824
TOTAL FAMILIES WITH FEMALE HEADS	236,571	179,935	50,912	5,724	42,693
MEAN FAMILY INCOME	6,725	7,223	4,905	7,270	5,483
TOTAL UNRELATED INDIVIDUALS [1/] 14 YEARS OLD + OVER	876,214	761,189	86,177	28,848	77,879
LESS THAN $1,000 (INCLUDES NONE AND LOSS)	121,110	99,526	14,818	6,766	14,811
$1,000 TO $1,999	132,340	113,264	14,897	4,179	11,990
$2,000 TO $2,999	121,197	104,995	13,000	3,202	10,827
$3,000 TO $3,999	77,687	66,847	8,164	2,676	8,201
$4,000 TO $4,999	65,524	56,167	7,277	2,080	7,346
$5,000 TO $5,999	64,517	55,998	6,594	1,925	6,489
$6,000 TO $6,999	59,189	51,004	6,156	2,029	4,834
$7,000 TO $7,999	51,983	45,542	4,900	1,541	3,757
$8,000 TO $8,999	42,318	37,635	3,470	1,213	2,777
$9,000 TO $9,999	29,433	26,467	2,175	791	1,823
$10,000 TO $14,999	74,426	68,775	3,787	1,864	3,693
$15,000 AND OVER	36,490	34,969	939	582	1,331
MEDIAN INCOME	3,816	3,939	3,045	3,103	3,159
MEAN INCOME	5,256	5,449	3,920	4,164	4,035
TOTAL FAMILIES AND UNRELATED INDIVIDUALS 14 YEARS AND OVER	2,645,545	2,299,139	261,385	85,021	371,003
MEDIAN INCOME	8,461	8,821	5,981	8,198	7,702
MEAN INCOME	10,290	10,699	6,987	9,372	8,608

1/ PERSONS LIVING ALONE OR WITH NONRELATIVES ONLY

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 21

EMPLOYED PERSONS 16 YEARS AND OVER BY OCCUPATION, TOTAL AND FEMALE, BY RACE AND ETHNIC GROUP
(PERCENT DISTRIBUTION)
LOS ANGELES COUNTY, 1970

	BOTH SEXES					FEMALES				
	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL, ALL OCCUPATIONS, NUMBER	2,826,565	2,460,852	259,093	106,620	445,281	1,099,311	938,416	117,012	43,883	160,985
PERCENT	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PROFESSIONAL, TECHNICAL AND RELATED	17.1	17.5	11.2	20.8	8.6	15.6	15.7	13.7	17.7	7.9
ENGINEERS **	2.5	2.7	.5	3.7	1.1	0	0	0	0	0
MEDICAL AND HEALTH WORKERS	2.4	2.4	2.3	4.3	1.3	3.8	3.6	3.8	6.7	2.3
TEACHERS, ELEMENTARY + SEC. SCH.	2.7	2.8	2.6	2.3	1.2	5.0	5.1	4.7	4.2	2.1
OTHER PROFESSIONAL WORKERS	9.4	9.7	5.8	10.5	5.0	6.8	7.0	5.2	6.8	3.5
NONFARM MANAGERS AND ADMINISTRATORS	9.2	9.9	3.4	6.5	4.6	4.7	5.0	2.1	3.1	2.5
SALARIED **	7.5	8.2	2.7	4.4	3.7	0	0	0	0	0
SELF-EMPLOYED **	1.7	1.7	.7	2.1	.9	0	0	0	0	0
SALES WORKERS	7.8	8.4	3.5	5.0	4.7	7.4	8.0	3.3	4.8	5.0
RETAIL STORES	4.0	4.2	2.3	3.0	2.7	5.6	6.0	2.6	3.7	4.0
OTHER SALES WORKERS	3.8	4.2	1.2	2.0	2.0	1.8	2.0	.7	1.1	1.0
CLERICAL WORKERS	21.2	21.2	21.1	21.9	16.9	40.3	41.4	32.5	38.3	32.0
SECRETARIES, STENOGRAPHERS AND TYPISTS	6.0	6.2	4.2	6.1	4.1	15.1	15.9	8.9	14.2	11.0
OTHER CLERICAL WORKERS	15.2	14.9	16.9	15.8	12.8	25.3	25.5	23.6	24.1	21.0
CRAFTSMEN, FOREMEN AND RELATED	12.8	13.4	9.7	8.5	15.1	1.8	1.9	1.5	1.4	2.7
CONSTRUCTION CRAFTSMEN **	2.7	2.8	2.3	1.1	3.0	0	0	0	0	0
MECHANICS AND REPAIRMEN **	3.1	3.1	2.5	3.1	3.4	0	0	0	0	0
MACHINIST AND OTHER METAL CRAFTSMEN **	1.6	1.7	.9	.9	2.1	0	0	0	0	0
OTHER CRAFTSMEN **	5.5	5.7	3.9	3.5	6.6	0	0	0	0	0
OPERATIVES, EXCEPT TRANSPORT	12.9	12.4	16.3	14.7	26.8	12.7	12.2	14.7	18.3	31.3
DURABLE GOODS MANUFACTURING	6.4	6.3	8.2	5.7	13.0	5.6	5.5	6.6	5.5	11.5
NONDURABLE GOODS MANUFACTURING	3.3	3.1	4.1	5.0	9.0	4.8	4.6	5.0	9.7	15.6
NONMANUFACTURING	3.2	3.1	4.0	4.0	4.8	2.2	2.1	3.1	3.1	4.3
TRANSPORT EQUIPMENT OPERATIVES	3.2	3.1	4.5	1.8	4.1	.3	.3	.2	.1	.2
NONFARM LABORERS	3.9	3.5	6.2	7.3	6.3	.7	.7	.9	.9	1.1
SERVICE WORKERS EXC. PRIVATE HOUSEHOLDS	10.6	9.6	19.4	11.0	11.1	13.7	12.8	21.1	11.8	13.6
CLEANING AND FOOD SERVICE WORKERS	5.4	4.8	10.5	6.6	6.6	6.2	5.9	8.5	4.7	6.3
PROTECTIVE SERVICE WORKERS	1.3	1.3	1.2	.3	.7	.2	.2	.3	.0	.1
PERSONAL, HEALTH + OTHER SVC. WORKERS	3.9	3.5	7.6	4.2	3.8	7.3	6.7	12.3	7.1	7.1
PRIVATE HOUSEHOLD WORKERS	1.1	.7	4.6	1.5	1.3	2.7	1.8	9.8	3.2	1.3
FARM WORKERS 1/	.3	.3	.2	.9	.6	.2	.2	.2	.5	.4
LOW PAY + LOW STATUS OCCUPATIONS 2/	10.0	9.2	21.5	15.8	14.8	9.7	8.8	19.3	9.1	11.1

** NOT AVAILABLE FOR WOMEN

1/ FARMERS, FARM MANAGERS, FARM LABORERS AND FOREMEN

2/ NONFARM LABORERS, FARM LABORERS AND FOREMEN, CLEANING AND FOOD SERVICE WORKERS, AND PRIVATE HOUSEHOLD WORKERS

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 22
TOTAL POPULATION
BY AGE, SEX, RACE AND ETHNIC GROUP
LOS ANGELES COUNTY, 1970

AGE	TOTAL PERSONS	MALES					FEMALES				
		TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL, ALL AGES	7,036,463	3,402,837	2,918,916	362,536	121,385	632,164	3,633,626	3,111,115	400,389	122,122	657,147
UNDER 10 YEARS	1,233,315	626,238	513,157	89,908	23,173	166,071	607,077	496,478	88,546	22,053	160,468
10 TO 13 YEARS	525,309	265,999	221,238	35,588	9,173	59,534	259,310	213,886	36,751	8,673	59,392
14 TO 15 YEARS	261,564	133,209	112,008	16,876	4,325	28,219	128,355	107,486	16,633	4,236	27,517
16 TO 17 YEARS	249,125	125,429	107,161	14,374	3,894	25,527	123,696	105,011	14,620	4,065	25,639
18 TO 19 YEARS	228,401	110,646	94,637	11,966	4,043	21,174	117,755	99,973	13,517	4,265	24,579
20 TO 21 YEARS	224,675	102,203	86,976	10,746	4,481	18,616	122,472	103,353	14,057	5,062	25,474
22 TO 24 YEARS	353,330	168,395	146,972	15,094	6,329	30,855	184,935	156,736	20,789	7,410	36,573
25 TO 34 YEARS	958,485	479,567	406,558	51,485	21,524	96,316	478,918	397,944	58,945	22,029	99,469
35 TO 44 YEARS	849,675	422,119	360,932	43,718	17,469	80,572	427,556	360,934	47,752	18,870	80,454
45 TO 54 YEARS	859,134	415,403	367,968	34,753	12,682	52,412	443,731	392,476	38,622	12,633	54,647
55 TO 64 YEARS	638,892	301,068	271,260	22,262	7,546	29,805	337,824	304,997	26,804	6,023	33,389
65 YEARS AND OVER	654,558	252,561	230,049	15,766	6,746	23,063	401,997	371,841	23,353	6,803	29,546
SELECTED GROUPS											
16 YEARS AND OVER	5,016,275	2,377,391	2,072,513	220,164	84,714	378,340	2,638,884	2,293,265	258,459	87,160	409,770
16 TO 21 YEARS	702,201	338,278	288,774	37,086	12,418	65,317	363,923	308,337	42,194	13,392	75,692
16 TO 64 YEARS	4,361,717	2,124,830	1,842,464	204,398	77,968	355,277	2,236,887	1,921,424	235,106	80,357	380,224
45 YEARS AND OVER	2,152,584	969,032	869,277	72,781	26,974	105,280	1,183,552	1,069,314	88,779	25,459	117,582
VERTICAL PERCENTAGES											
TOTAL, ALL AGES	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
UNDER 10 YEARS	17.5	18.4	17.6	24.8	19.1	26.3	16.7	16.0	22.1	18.1	24.4
10 TO 13 YEARS	7.5	7.8	7.6	9.8	7.6	9.4	7.1	6.9	9.2	7.1	9.0
14 TO 15 YEARS	3.7	3.9	3.8	4.7	3.6	4.5	3.5	3.5	4.2	3.5	4.2
16 TO 17 YEARS	3.5	3.7	3.7	4.0	3.2	4.0	3.4	3.4	3.7	3.3	3.9
18 TO 19 YEARS	3.2	3.3	3.2	3.3	3.3	3.3	3.2	3.2	3.4	3.5	3.7
20 TO 21 YEARS	3.2	3.0	3.0	3.0	3.7	2.9	3.4	3.3	3.5	4.1	3.9
22 TO 24 YEARS	5.0	4.9	5.0	4.2	5.2	4.9	5.1	5.0	5.2	6.1	5.6
25 TO 34 YEARS	13.6	14.1	13.9	14.2	17.7	15.2	13.2	12.8	14.7	18.0	15.1
35 TO 44 YEARS	12.1	12.4	12.4	12.1	14.4	12.7	11.8	11.6	11.9	15.5	12.2
45 TO 54 YEARS	12.2	12.2	12.6	9.6	10.4	8.3	12.2	12.6	9.6	10.3	8.3
55 TO 64 YEARS	9.1	8.8	9.3	6.1	6.2	4.7	9.3	9.8	6.7	4.9	6.1
65 YEARS AND OVER	9.3	7.4	7.9	4.3	5.6	3.6	11.1	12.0	5.8	5.6	4.5
SELECTED GROUPS											
16 YEARS AND OVER	71.3	69.9	71.0	60.7	69.8	59.8	72.6	73.7	64.6	71.4	62.4
16 TO 21 YEARS	10.0	9.9	9.9	10.2	10.2	10.3	10.0	9.9	10.5	11.0	11.5
16 TO 64 YEARS	62.0	62.4	63.1	56.4	64.2	56.2	61.8	61.8	58.7	65.8	57.9
45 YEARS AND OVER	30.6	28.5	29.8	20.1	22.2	16.7	32.6	34.4	22.2	20.8	17.9
MEDIAN AGE	29.2	28.3	29.0	22.4	27.3	21.7	30.2	31.5	24.3	27.3	22.5

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 23
EMPLOYMENT STATUS BY SCHOOL COMPLETION FOR 16-21 YEAR OLDS,
AND BY DISABILITY STATUS FOR 16-64 YEAR OLDS
BY SEX, RACE AND ETHNIC GROUP
LOS ANGELES COUNTY, 1970

16-21 YEAR OLDS NOT ENROLLED IN SCHOOL	MALES					FEMALES				
	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL	116,631	97,486	16,143	3,002	26,091	164,587	138,821	21,290	4,476	39,543
NOT HIGH SCHOOL GRADUATE	44,882	37,284	6,646	952	14,466	51,197	42,840	6,895	1,462	19,074
PERCENT OF ALL 16-21 YEAR OLDS	13.3	12.9	17.9	7.7	22.1	14.1	13.9	16.3	10.9	25.2
EMPLOYED OR IN ARMED FORCES	25,182	22,311	2,291	580	9,427	14,311	12,566	1,295	450	5,606
UNEMPLOYED OR NOT IN LABOR FORCE	19,700	14,973	4,355	372	5,039	36,886	30,274	5,600	1,012	13,468
PERCENT OF NONHIGH SCHOOL GRADS.	43.9	40.2	65.5	39.1	34.8	72.0	70.7	81.2	69.2	70.6
HIGH SCHOOL GRADUATE	71,749	60,202	9,497	2,050	11,625	113,390	95,981	14,395	3,014	20,469
EMPLOYED OR IN ARMED FORCES	52,741	45,871	5,425	1,445	8,728	69,392	60,251	7,210	1,931	12,169
UNEMPLOYED OR NOT IN LABOR FORCE	19,008	14,331	4,072	605	2,897	43,998	35,730	7,185	1,083	8,300
PERCENT OF HIGH SCHOOL GRADUATES	26.5	23.8	42.9	29.5	24.9	38.8	37.2	49.9	35.9	40.5
16-64 YEAR OLDS NOT INMATES AND NOT ENROLLED IN SCHOOL[1/] TOTAL	1,794,291	1,558,084	172,669	63,538	244,441	1,983,258	1,705,222	208,311	69,725	278,694
NOT DISABLED OR HANDICAPPED	1,571,090	1,368,079	145,198	57,813	214,908	1,744,994	1,509,680	171,579	63,735	244,755
IN LABOR FORCE	1,494,504	1,308,676	132,048	53,780	202,463	981,350	834,234	108,774	38,342	119,958
LABOR FORCE PARTICIPATION RATE	95.1	95.7	90.9	93.0	94.2	56.2	55.3	63.4	60.2	49.0
DISABLED OR HANDICAPPED	223,201	190,005	27,471	5,725	29,533	238,264	195,542	36,732	5,990	33,939
IN LABOR FORCE	148,155	130,475	13,484	4,196	19,665	73,547	60,755	10,613	2,179	10,345
LABOR FORCE PARTICIPATION RATE	66.4	68.7	49.1	73.3	66.6	30.9	31.1	28.9	36.4	30.5
EMPLOYED	133,026	117,666	11,487	3,873	17,654	64,229	53,332	8,905	1,992	8,848
UNEMPLOYED	15,129	12,809	1,997	323	2,011	9,318	7,423	1,708	137	1,497
UNEMPLOYMENT RATE	10.2	9.8	14.8	7.7	10.2	12.7	12.2	16.1	8.6	14.5
NOT IN LABOR FORCE	75,046	59,530	13,987	1,529	9,868	164,717	134,787	26,119	3,811	23,594
ABLE TO WORK	14,597	12,273	1,938	386	1,934	53,036	45,765	5,980	1,291	7,643
UNABLE TO WORK	60,449	47,257	12,049	1,143	7,934	111,681	89,022	20,139	2,520	15,951
DISABLED MORE THAN 6 MONTHS	57,295	44,792	11,431	1,072	7,368	103,320	82,299	18,663	2,358	13,964
PERCENT OF UNABLE TO WORK	94.8	94.8	94.9	93.8	92.9	92.5	92.4	92.7	93.6	87.5

1/ TABLE BASED ON FIVE PERCENT SAMPLE
SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

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TABLE 24
WOMEN WORKERS, 16 YEARS AND OVER, BY ETHNIC GROUP,
AS PROPORTION OF ALL WOMEN WORKERS
LOS ANGELES COUNTY, 1970

OCCUPATION	ALL WOMEN WORKERS	BLACK	SPANISH AMERICAN	AS PERCENT OF ALL WOMEN WORKERS: BLACK	AS PERCENT OF ALL WOMEN WORKERS: SPANISH AMERICAN
TOTAL	1,099,311	117,012	160,985	11	15
PROFESSIONAL, TECHNICAL WORKERS	171,583	16,096	12,685	9	7
MANAGERS, ADMINISTRATION (EXCEPT FARM)	51,133	2,442	4,031	5	8
SALES WORKERS	80,957	3,896	8,057	5	10
CLERICAL WORKERS	443,389	38,004	51,552	9	12
CRAFT & KINDRED WORKERS	19,852	1,793	4,352	9	22
OPERATIVES (EXCEPT TRANSPORT)	139,476	17,214	50,444	12	36
TRANSPORT EQUIPMENT OPERATIVES	3,089	237	374	8	12
NONFARM LABORERS	7,852	1,067	1,783	14	23
FARMERS, FARM MANAGERS	530	76	29	14	5
FARM LABORERS AND SUPERVISORS	1,241	103	574	8	46
SERVICE WORKERS (EXCEPT PRIVATE HOUSEHOLD)	150,262	24,679	21,845	16	15
PRIVATE HOUSEHOLD WORKERS	29,947	11,405	5,259	38	18

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 25

EMPLOYED PERSONS 16 YEARS AND OVER BY INDUSTRY AND CLASS OF WORKER, TOTAL AND FEMALE, BY RACE AND ETHNIC GROUP

LOS ANGELES COUNTY, 1970

	BOTH SEXES					FEMALES				
	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL EMPLOYED, ALL INDUSTRIES	2,826,565	2,460,852	259,093	106,620	445,281	1,099,311	938,416	117,012	43,883	160,985
AGRICULTURE, FORESTRY AND FISHERIES	27,007	19,505	1,968	5,534	6,401	4,105	3,420	283	402	895
MINING	9,439	8,963	289	187	1,072	1,706	1,575	81	50	219
CONSTRUCTION	128,431	115,853	9,976	2,602	21,254	10,225	9,480	424	321	794
MANUFACTURING	770,904	687,488	58,072	25,344	172,820	228,433	199,852	18,899	9,682	56,984
DURABLE GOODS	541,610	486,391	39,177	16,042	108,309	137,332	122,546	10,667	4,119	25,861
NONDURABLE GOODS	229,294	201,097	18,895	9,302	64,511	91,101	77,306	8,232	5,563	31,123
TRANSPORTATION	98,604	86,339	9,153	3,112	16,455	19,181	17,496	968	717	1,984
COMMUNICATIONS AND PUBLIC UTILITIES	94,807	81,530	10,880	2,397	11,090	34,303	28,887	4,497	919	3,905
WHOLESALE TRADE	137,065	123,508	7,993	5,564	22,685	36,948	33,379	1,757	1,812	5,847
RETAIL TRADE	449,202	399,402	29,901	19,899	64,935	190,956	173,021	11,396	6,539	24,204
FINANCE, INSURANCE AND REAL ESTATE	177,598	159,809	10,959	6,830	20,789	95,430	84,343	6,681	4,406	12,795
SERVICES	800,040	674,477	94,815	30,748	93,473	437,086	357,863	61,832	17,391	49,070
BUSINESS AND REPAIR	138,820	120,584	13,574	4,662	17,766	41,660	36,304	3,899	1,457	4,280
PERSONAL	117,434	89,662	22,466	5,306	21,610	78,402	56,753	18,244	3,405	13,888
MEDICAL AND HEALTH	158,949	127,481	23,621	7,847	19,631	113,457	90,200	17,780	5,477	13,844
EDUCATIONAL	195,685	169,063	19,939	6,683	16,948	121,209	103,752	13,213	4,244	9,805
SCHOOLS AND COLLEGES	183,103	158,072	18,881	8,150	15,731	113,588	97,004	12,680	3,904	9,191
GOVERNMENT	139,266	119,077	15,560	4,629	11,579	86,731	73,255	10,427	3,049	6,966
PRIVATE	43,837	38,995	3,321	1,521	3,752	26,857	23,749	2,253	855	2,225
OTHER EDUCATIONAL AND RELATED	12,582	10,991	1,058	533	1,217	7,621	6,748	533	340	614
OTHER PROFESSIONAL AND RELATED	189,152	167,687	15,215	6,250	17,518	82,358	70,854	8,696	2,808	7,253
PUBLIC ADMINISTRATION	133,468	103,978	25,087	4,403	14,307	40,938	29,100	10,194	1,644	4,288
EMPLOYED BY CLASS OF WORKER										
AGRICULTURE, TOTAL	25,730	18,329	1,921	5,480	6,262	3,951	3,281	273	397	877
PRIVATE WAGE AND SALARY WORKER	11,996	10,204	712	1,080	3,959	2,546	2,157	161	228	768
GOVERNMENT WORKER	560	429	106	25	130	103	80	23	0	15
SELF-EMPLOYED	12,601	7,276	1,091	4,234	2,115	975	779	84	112	63
UNPAID FAMILY WORKER	573	420	12	141	58	327	265	5	57	31
NONAGRICULTURE INDUSTRIES, TOTAL	2,800,835	2,442,523	257,172	101,140	439,019	1,095,360	935,135	116,739	43,486	160,108
PRIVATE WAGE AND SALARY WORKER	2,204,248	1,946,728	178,318	79,202	377,799	861,219	747,914	70,245	34,060	137,663
GOVERNMENT WORKER	396,125	313,659	68,245	14,221	43,007	182,567	141,366	34,147	7,054	17,877
FEDERAL	86,928	63,115	20,685	3,128	10,607	29,000	19,308	8,730	962	3,569
STATE	61,502	51,215	7,371	2,916	6,351	29,372	24,123	3,862	1,387	2,935
LOCAL	247,695	199,329	40,189	8,177	26,049	124,195	97,935	21,555	4,705	11,373
SELF-EMPLOYED	189,658	172,563	10,226	6,869	17,278	43,050	38,132	3,121	1,737	3,880
UNPAID FAMILY WORKER	10,804	9,573	383	848	935	8,524	7,663	226	635	688

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 26
EMPLOYMENT STATUS AND OCCUPATIONS OF EMPLOYED PERSONS,
16 YEARS AND OVER, BY SEX,
LOS ANGELES COUNTY, 1970

EMPLOYMENT STATUS AND OCCUPATION	TOTAL	WOMEN	MEN	WOMEN AS PERCENT OF TOTAL
EMPLOYMENT STATUS				
POPULATION	5,016,275	2,638,884	2,377,391	52.6
IN CIVILIAN LABOR FORCE	3,014,116	1,175,790	1,838,326	39.0
EMPLOYED	2,826,565	1,099,311	1,727,254	38.8
UNEMPLOYED	187,551	76,479	111,072	40.7
NOT IN CIVILIAN LABOR FORCE	1,967,409	1,462,655	504,754	74.3
OCCUPATION				
TOTAL	2,826,565	1,099,311	1,727,254	38.8
PROFESSIONAL, TECHNICAL WORKERS	481,997	171,583	310,414	35.6
MANAGERS, ADMINISTRATORS (EXCEPT FARM)	259,663	51,133	208,530	19.6
SALES WORKERS	220,606	80,952	139,649	36.7
CLERICAL WORKERS	599,422	433,389	156,033	73.9
CRAFT AND KINDRED WORKERS	362,748	19,852	342,896	5.4
OPERATIVES (EXCEPT TRANSPORT)	363,840	139,476	224,364	38.3
TRANSPORT EQUIPMENT OPERATIVES	89,805	3,089	86,716	3.4
NONFARM LABORERS	110,325	7,852	102,473	7.1
FARMERS, FARM MANAGERS	2,576	530	2,046	20.5
FARM LABORERS AND SUPERVISORS	5,506	1,241	4,265	22.5
SERVICE WORKERS (EXCEPT PRIVATE HOUSEHOLD)	298,546	150,262	148,284	50.3
PRIVATE HOUSEHOLD WORKERS	31,531	29,947	1,584	94.9

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS.

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TABLE 27

EDUCATIONAL ATTAINMENT AND SCHOOL ENROLLMENT OF PERSONS BY AGE,
AND VOCATIONAL TRAINING OF MEN 16-64 YEARS OLD,
BY RACE AND ETHNIC GROUP
LOS ANGELES COUNTY, 1970

YEARS OF SCHOOL COMPLETED, PERSONS AGE 25 + OVER		TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
ELEMENTARY	0-4 YEARS	163,955	135,391	20,323	8,241	75,329
	5-7 YEARS	286,122	238,747	38,700	8,675	94,237
	8 YEARS	329,562	294,506	27,895	7,161	51,161
HIGH SCHOOL	1-3 YEARS	726,531	621,322	88,711	16,498	122,205
	4 YEARS	1,294,477	1,142,217	110,041	42,219	145,915
COLLEGE	1-3 YEARS	655,534	576,114	55,409	24,011	58,986
	4 YEARS OR MORE	504,563	456,662	22,381	25,520	31,840
PERCENT WITH LESS THAN 8 YEARS		11.4	10.8	16.2	12.8	29.3
PERCENT HIGH SCHOOL GRADUATE		62.0	62.8	51.7	69.3	40.8
PERCENT COLLEGE GRADUATE		12.7	13.2	6.2	19.3	5.5
MEDIAN YEARS COMPLETED		12.5	12.5	12.1	12.7	11.0
YEARS OF SCHOOL COMPLETED, PERSONS 18-24 YEARS OLD						
PERCENT HIGH SCHOOL GRADUATE		69.7	69.7	68.9	72.1	54.6
PERCENT COLLEGE GRADUATE		6.0	6.3	1.8	9.2	1.8
SCHOOL ENROLLMENT, BY AGE						
TOTAL ENROLLED, 14-34 YEARS OLD		851,982	723,721	90,361	37,900	151,604
14-15 YEARS		253,666	213,106	32,137	8,423	53,578
16-21 YEARS		430,995	368,932	43,377	18,686	75,375
16-17 YEARS		229,621	196,626	25,674	7,321	44,624
18-19 YEARS		130,397	111,595	12,593	6,209	22,094
20-21 YEARS		70,977	60,711	5,110	5,156	8,657
22-24 YEARS		70,938	61,613	4,875	4,450	8,263
25-34 YEARS		96,383	80,070	9,972	6,341	14,388
PERCENT OF POPULATION IN SCHOOL, BY AGE						
TOTAL, 14-34 YEARS		37.4	37.6	34.9	41.3	33.0
14-15 YEARS		97.0	97.1	95.9	98.4	96.1
16-21 YEARS		61.4	61.8	54.7	72.4	53.5
16-17 YEARS		92.2	92.7	88.5	92.0	87.2
18-19 YEARS		57.1	57.3	49.4	74.7	48.3
20-21 YEARS		31.6	31.9	20.6	54.0	19.6
22-24 YEARS		20.1	20.3	13.6	32.4	12.3
25-34 YEARS		10.1	10.0	9.0	14.6	7.3
TOTAL MEN 16-64 YEARS OLD WITH LESS THAN 3 YEARS OF COLLEGE COMPLETED 1/		1,728,210	1,481,397	188,410	58,403	268,209
WITH VOCATIONAL TRAINING		600,870	520,842	59,560	20,468	64,027
PERCENT OF 16-64 YEARS OLD WITH LESS THAN 3 YEARS COLLEGE		34.8	35.2	31.6	35.0	23.9

1/ BASED ON 5 PERCENT SAMPLE

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 28

SELECTED POVERTY INDICATORS FOR PERSONS, FAMILIES, AND UNRELATED INDIVIDUALS [1] 14 YEARS AND OVER, BY RACE AND ETHNIC GROUP

LOS ANGELES COUNTY, 1970

	TOTAL	WHITE	BLACK	OTHER RACES	SPANISH AMERICAN
TOTAL PERSONS BELOW POVERTY LEVEL [2]	752,554	545,497	179,683	27,374	187,168
PERCENT OF ALL PERSONS	10.9	9.2	23.9	11.4	14.6
PERCENT 65 YEARS OLD AND OVER	14.8	18.0	5.9	9.4	5.5
PERCENT RELATED CHILDREN UNDER 18 YEARS OLD	39.1	34.8	53.4	32.6	51.1
PERCENT RELATED CHILDREN UNDER 6 YEARS OLD	14.0	12.7	18.3	12.2	19.7
TOTAL LESS THAN .75 OF POVERTY LEVEL	523,290	376,889	126,427	19,974	127,833
TOTAL LESS THAN 1.25 OF POVERTY LEVEL	1,042,445	771,047	235,470	35,928	271,448
TOTAL FAMILIES BELOW POVERTY LEVEL [2]	144,580	104,012	35,730	4,838	37,637
PERCENT OF ALL FAMILIES	8.2	6.8	20.4	8.6	12.8
MEAN SIZE OF FAMILY	3.8	3.6	4.3	3.8	4.4
MALE FAMILY HEAD	78,246	61,689	13,142	3,415	21,748
WITH RELATED CHILDREN UNDER 18 YEARS OLD	45,897	34,641	9,110	2,146	16,561
WITH RELATED CHILDREN UNDER 6 YEARS OLD	29,801	22,202	6,172	1,427	11,849
FEMALE FAMILY HEAD	66,334	42,323	22,588	1,423	15,889
WITH RELATED CHILDREN UNDER 18 YEARS OLD	59,959	37,382	21,298	1,279	14,828
WITH RELATED CHILDREN UNDER 6 YEARS OLD	34,190	20,250	13,271	669	8,932
FAMILY HEAD 65 YEARS OLD AND OVER	19,857	16,694	2,566	597	3,004
MEAN INCOME, ALL SOURCES [3]	1,869	1,792	2,107	1,770	2,130
PERCENT WITH EARNINGS	56.6	58.2	50.6	65.3	61.0
MEAN EARNINGS	1,694	1,658	1,793	1,828	2,034
PERCENT WITH SOCIAL SECURITY	20.1	22.2	14.7	15.9	14.4
MEAN SOCIAL SECURITY INCOME	1,228	1,233	1,207	1,205	1,160
PERCENT WITH PUBLIC ASSISTANCE INCOME	31.2	25.7	49.5	15.7	35.6
MEAN PUBLIC ASSISTANCE INCOME	1,708	1,585	1,900	1,582	1,756
TOTAL UNRELATED INDIVIDUALS [1] 14 YEARS OLD AND OVER BELOW POVERTY LEVEL [2]	205,728	170,979	25,947	8,802	23,388
PERCENT OF ALL UNREL. INDIVIDUALS 14 AND OVER	24.7	23.6	30.9	33.4	31.0
PERCENT 65 YEARS OLD AND OVER	37.3	40.2	24.8	17.2	21.2
MEAN INCOME, ALL SOURCES [3]	825	839	804	622	711
PERCENT WITH EARNINGS	34.5	34.1	35.0	41.9	40.0
PERCENT WITH SOCIAL SECURITY INCOME	35.3	37.8	24.9	17.9	19.6
PERCENT WITH PUBLIC ASSISTANCE INCOME	12.2	10.6	24.6	6.6	13.4

1/ PERSONS LIVING ALONE OR WITH NONRELATIVES ONLY.

2/ POVERTY LEVELS REFER TO THE SOCIAL SECURITY ADMINISTRATIONS POVERTY INDEX. ALL TABULATIONS CONCERNING THE POVERTY LEVEL EXCLUDE INMATES OF INSTITUTIONS, MEMBERS OF THE ARMED FORCES LIVING IN BARRACKS, COLLEGE STUDENTS LIVING IN DORMITORIES, AND UNRELATED INDIVIDUALS UNDER AGE 14.

3/ A UNIT MAY BE TABULATED IN MORE THAN ONE CATEGORY.

SOURCE: DEPARTMENT OF COMMERCE, BUREAU OF CENSUS

TABLE 29

WOMEN APPRENTICES, BY OCCUPATION, CALIFORNIA

OCCUPATION	APRIL 30, 1976	MARCH 31, 1976	FEBRUARY 29, 1976	JANUARY 31, 1976
APPLIANCE REPAIRER, ELECTRICAL	2	2	2	2
ASBESTOS WORKER	1	1	1	1
AUTO MECHANIC	5	5	5	5
AUTO PARTS TECHNICIAN	2	4	4	4
AUTO SCREW MACHINE OPERATOR	1	1	1	1
BAKER	1	1	2	2
BARBER	53	52	48	34
BINDERY MACHINE OPERATOR	3	3	-	-
BOAT BUILDER	1	1	1	1
BOILERHOUSE REPAIRER	2	1	1	1
BOOKBINDER	17	17	17	17
BOTTLE MACHINE OPERATOR	1	1	1	1
CARPENTER	23	22	19	19
CARPET, LENOLEUM & SOFT TILE LAYER	1	1	2	2
CEMENT MASON	3	2	2	2
CENTRAL OFFICE EQUIPMENT INSTALLER	-	-	-	1
CHIEF OF PARTY	3	3	3	3
COLLATING MACHINE TECHNICIAN	1	1	1	1
COMPOSITOR	5	5	5	5
COMPUTER PERIPHERAL PROGRAMMER-OPERATOR	1	1	1	1
COOK	3	3	3	3
DENTAL TECHNICIAN	4	4	4	5
DRAFTER, ENGINEERING	1	1	1	-
DUPLICATING MACHINE TECHNICIAN	11	13	14	14
ELECTRIC METER REPAIRER	1	1	1	-
ELECTRICAL REPAIRER	2	2	2	2
ELECTRICIAN, CONSTRUCTION	4	4	4	3
ELECTRICIAN, LOCOMOTIVE	1	1	1	1
ELECTRONICS TECHNICIAN	15	16	16	17
GLASS BLOWER, LAB. APPARATUS	1	1	1	1
INSTRUMENT REPAIRER	1	1	1	1
IRONWORKER, STRUCTURAL	-	-	-	1
LINE MAINTAINER	-	1	1	1
LITHOGRAPHER	9	9	9	8
MACHINIST, AUTO	-	-	-	1

TABLE 29 (CONT'D)
WOMAN APPRENTICES, BY OCCUPATION, CALIFORNIA

OCCUPATION	APRIL 30, 1976	MARCH 31, 1976	FEBRUARY 29, 1976	JANUARY 31, 1976
MACHINIST, GENERAL	21	20	19	20
MACHINIST, MARINE	1	1	1	1
MAINTENANCE MECHANIC	4	4	4	4
MEATCUTTER, RETAIL	107	96	95	92
MEAT JOBBER, WHOLESALE	2	2	2	2
METER TESTER	2	2	2	2
MILL & CABINET MAKER	2	2	2	2
MOTOR REPAIRER WINDER	-	1	1	1
OPTICAL TECHNICIAN	6	6	6	6
PAINTER, DECORATOR & PAPERHANGER	11	11	11	11
PHOTOENGRAVER	1	1	1	1
PHOTOGRAPHER, COMMERCIAL	1	1	1	1
PLUMBER	3	3	2	2
POWER HOUSE OPR., HYDRO ELECTRIC	1	1	1	1
RADIO-TELEVISION REPAIRER	1	1	1	1
ROOFER	1	-	-	-
SEMI-CONDUCTOR TECHNICIAN	1	1	1	1
SEWING MACHINE MECHANIC	2	2	2	2
SHEET METAL WORKER	1	1	1	1
SOUND TECHNICIAN	1	1	1	1
STATIONARY ENGINEER	7	7	4	1
STEAMFITTER	1	1	1	1
TAPER	3	3	3	4
WELDER, COMBINATION	1	1	1	1
WIRE MAINTENANCE MECHANIC	4	4	3	2
TOTAL	364	354	340	322
TOTAL ACTIVE APPRENTICES, CALIFORNIA	28,969	29,354	29,910	30,061
PERCENT, WOMEN OF TOTAL	1.3%	1.2%	1.1%	1.1%
TRADES WITH ACTIVE WOMEN APPRENTICES	55	56	55	56

SOURCE: DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF APPRENTICESHIP STANDARDS

TABLE 30

WOMEN APPRENTICES, BY COUNTY OF RESIDENCE, CALIFORNIA

COUNTY	APRIL 30, 1976	MARCH 31, 1976	FEBRUARY 29, 1976	JANUARY 31, 1976
ALAMEDA	40	38	38	39
BUTTE	-	1	1	1
CONTRA COSTA	19	19	19	18
FRESNO	-	-	1	1
HUMBOLDT	1	1	1	1
INYO	-	-	-	1
KERN	6	6	6	6
KINGS	8	8	5	5
LOS ANGELES	55	54	50	44
MADERA	1	1	1	1
MARIN	2	4	4	4
MERCED	1	1	1	1
MONTEREY	3	3	2	2
NAPA	1	1	-	1
ORANGE	36	38	39	32
RIVERSIDE	7	6	6	4
SACRAMENTO	4	4	5	4
SAN BERNARDINO	14	14	13	11
SAN DIEGO	42	42	41	40
SAN FRANCISCO	26	22	22	22
SAN JOAQUIN	4	3	3	2
SAN LUIS OBISPO	2	1	1	1
SAN MATEO	19	15	14	14
SANTA CLARA	40	41	39	39
SANTA CRUZ	2	2	3	3
SISKIYOU	1	1	1	1
SOLANO	6	4	4	5
SONOMA	5	5	2	2
STANISLAUS	1	1	1	1
SUTTER	1	1	1	1
TULARE	3	3	3	2
VENTURA	12	12	11	11
YOLO	1	1	1	1
YUBA	1	1	1	1
TOTAL	364	354	340	322
NORTHERN CALIFORNIA	190	181	173	173
SOUTHERN CALIFORNIA	174	173	167	149

SOURCE: DEPARTMENT OF INDUSTRIAL RELATIONS, DIVISION OF APPRENTICESHIP STANDARDS

TABLE 31
WOMEN UNION MEMBERS IN CALIFORNIA[a]

	JULY 1971			JULY 1975		
	TOTAL MEMBERS	NUMBER OF WOMEN MEMBERS	WOMEN MEMBERS AS PERCENT OF TOTAL MEMBERS	TOTAL MEMBERS	NUMBER OF WOMEN MEMBERS	WOMEN MEMBERS AS PERCENT OF TOTAL MEMBERS
TOTAL	2,135,100	469,700	22	2,141,800	512,400	24
MANUFACTURING	573,700	120,800	21	565,300	121,200	21
FOOD AND KINDRED PRODUCTS	143,000	41,500	29	166,200	44,000	26
TEXTILES AND APPAREL	18,700	13,500	72	17,600	13,900	79
LUMBER AND FURNITURE	38,900	3,000	8	40,100	3,500	9
PAPER AND ALLIED PRODUCTS	18,800	5,000	27	21,200	5,100	24
PRINTING AND PUBLISHING	32,700	5,200	16	27,900	4,800	17
PETROLEUM, CHEMICALS, AND RUBBER	26,700	1,600	6	27,000	2,000	7
STONE, CLAY, AND GLASS PRODUCTS	20,500	4,900	24	19,800	5,300	27
METALS AND MACHINERY EXCEPT TRANSPORTATION EQUIPMENT AND ORDNANCE	143,400	20,800	15	131,100	19,400	15
TRANSPORTATION EQUIPMENT AND ORDNANCE	117,900	19,000	16	103,100	18,000	17
OTHER MANUFACTURING INDUSTRIES[b]	13,100	6,300	48	11,300	5,200	46
NONMANUFACTURING	1,561,400	348,900	23	1,576,500	391,200	25
CONSTRUCTION	352,500	1,000	c	340,500	1,000	c
TRANSPORTATION AND WAREHOUSING	209,800	24,600	12	204,100	31,300	15
PUBLIC UTILITIES	102,300	34,300	34	112,700	40,700	36
WHOLESALE AND RETAIL TRADE	279,700	75,500	27	285,500	85,700	30
EATING AND DRINKING PLACES, HOTELS AND OTHER LODGING PLACES	114,800	52,100	45	103,500	49,600	48
MOTION PICTURE PRODUCTION AND DISTRIBUTION, THEATERS, AND OTHER ENTERTAINMENT	92,400	20,000	22	86,900	18,700	22
MISCELLANEOUS SERVICE INDUSTRIES[d]	127,800	70,700	57	124,900	72,800	58
GOVERNMENT	248,800	62,700	27	288,100	85,300	30
AGRICULTURE, FISHING, AND MINERAL EXTRACTION	33,300	8,000	24	30,300	6,100	20

a Estimated from the replies of 3,269 locals, accounting for 91 percent of total membership that reported their membership by sex in 1971 and 3,018 locals, accounting for 93 percent of total membership that reported their membership for 1975.

b Most women members in this group are employed in manufacturing toys, leather and leather products, and instruments and related products.

c Less than one-half of one percent.

d Most women members in this group are employed in hospitals, laundering, cleaning and dyeing establishments, and offices of unions and other nonprofit organizations.

TABLE 12

LAWS COVERING SEX DISCRIMINATION IN EMPLOYMENT

LAW	COVERAGE	REQUIREMENTS	EXEMPTIONS	ENFORCEMENT POWERS	JURISDICTIONAL AGENCY
1. Presidential Exec. Order 11375 (Amending Exec. Order 11246)	1. Federal gov't contractors contracts of $10,000 & up (inc. educ. institutions) 2. Federally assisted construction 3. Federal employees	1. Non-disc in all aspects of employment 2. Contracts of $50,000 & up: plan of Affirmative Action to remedy effects of past disc. 3. Contracts of one million: compliance review prior to award	1. Non-Federal contractors 2. Non-Federally assisted construction 3. Non-Federal employees	Can fail to award contract or can cancel contract. Department of Justice can enjoin	Office of Federal Contract Compliance (OFCC), Rm. 409 760 Market St., S.F. Phone: 556-6017 Health, Education & Welfare Rm. 700, 760 Market St., S.F. Phone: 556-8760
2. Civil Rights Act of 1964 Title VII (Amended by Equal Employment Opportunity Act of '72)	1. Employers of 15 & up 2. Labor Unions 3. Employment agencies 4. Joint apprenticeship committees 5. Governments, Governmental agencies, political subdivisions 6. Private membership clubs	1. Non-discrimination in all aspects of employment: hiring, upgrading, dismissal, terms of employment, referral for employment, membership, apprenticeship, training 2. Prohibits sex-segregated ads 3. Nullifies State protective laws	1. Religious organizations 2. Political appointees 3. Elected officials	has no cease and desist powers, but can enforce by filing suit in Federal District Court Note: (organization or private party can file complaint on behalf of an aggrieved party).	Equal Employment Opportunity Commission (EEOC) 7th Flr., 1095 Market St., S.F. Phone: 556-0260 L.A. Phone: (213) 688-3400
3. U.S. Equal Pay Act of 1963 (Amending Fair Labor Standards Act-Public Law 88-38)	1. Industries engaged in interstate commerce 2. All employers subject to minimum wage standards 3. All Executive Administrative and professional employees (inc. schools)	1. Equal wages for equal work 2. May not reduce wage of one sex to equalize it with other sex	1. Local, State or Federal Government (except hospitals and schools)	Back wages can be collected by employee suit or by Sec'ty of Labor. Repeated violations: criminal charges and $10,000 fine	Wage & Hour Division Rm. 409, 760 Market St., S.F. Phone: 556-6615 L.A. Phone: (213) 688-4957
4. (California Equal Pay Law Cal. Labor Code) (issued 1967)	1. Private employment	1. Equal wages for equal work	1. Public employment	Dir. may commence civil suit to compel payment of unpaid wages	Calif. Div. of Industrial Welfare: Rm. 2246 455 Golden Gate Ave., S.F. Phone: 557-7777 L.A. Phone: (213) 620-4330
5. State constitution Sec. 18: provision Article XX, Sec. 18	A person may not be disqualified because of sex, from entering or pursuing a lawful business, vocation, or profession.	No agency has jurisdiction	-------	Must file suit with private attorney	-------

TABLE 32 (CONT.)
LAWS COVERING SEX DISCRIMINATION IN EMPLOYMENT

LAW	COVERAGE	REQUIREMENTS	EXEMPTIONS	ENFORCEMENT POWERS	JURISDICTIONAL AGENCY
6. Fair Employment Practice Act (Chap. 121 Part 4.5, Div. 2 Labor Code of Calif.)	1. Employers of 5 & up 2. Unions 3. Employment agencies 4. State and local government (inc. colleges & universities)	1. Non-discrimination in all aspects of employment, training and referral 2. Engages in A f. Action 3. Certifies EEO programs on public work contracts	1. Social clubs, religious & nonprofit organizations	Holds public hearings and issues cease and desist orders which can be enforced by contempt of court orders.	CALIFORNIA FEPC 455 Golden Gate Ave., S.F. Rm. 1193 Phone: 557-2005 L.A. Phone: (213) 620-2610
7. Presidential Executive Order 11478 (issued 8/8/69)	1. Federal civil service employment	1. Non-discrimination in all aspects of employment 2. Each agency must establish Affirmative Program for equal opportunity	1. General Acct'g Office 2. Aliens employed outside of limits of U.S.	Right to a hearing by appeals examiner. Review by Board of Appeals, U.S. Civil Service Comm.	U.S. Civil Service Commission Rm. 11146, 450 Golden Gate Ave., S.F. Phone: 556-7419
8. Title 42 of U.S. Code, Sec. 1983 (Civil Rts. Act of 1866)	1. Any area of sex discrimination in which some branch of govt. is involved	No agency has jurisdiction	-------	Must file suit with private attorney	-------
			Note: (covers public accommodations)		
9. Education Amendment Title IX, (Pub. Law 92-318 eff. 7/1/72) (amends Civil Rts. Act 1964, Title IV- Desegregation of Public Educ.)	1. Any education program or activity receiving Federal financial assistance 2. School admissions; vocational, profession & graduate higher educ. & by public inst. of undergraduate studies	1. Non-discrimination in participation in or any benefits of any educ. program non-discrimination in admissions	1. Religious schools 2. Military schools (U.S. or merchant marine) 3. Admissions discr.; private undergraduate schools; public undergraduate institu. formerly restricted to one sex	1. By any Federal Dept. extending financial assistance 2. Attorney General may institute a civil action in U.S. Dist. Court	U.S. Commissioner of Educ. Washington, D.C. or U.S. Atty. Gen. 450 Golden Gate Ave., S.F. Phone: 556-1126 L.A. Phone: (213) 688-3791
10. U.S. Civil Rights Act of 1964, Title IX (amended by Education Act - 1972)	Court suits which are filed because of denial of equal protection of laws under the 14th amendment to the Constitution	Allows U.S. Attorney General to intervene in court action filed for equal protection	-------	U.S. court action: must be filed by private attorney first	Dept. of Justice U.S. Atty. General Rm. 16201, 455 Golden Gate Ave., S.F. Phone: 556-1126 L.A. Phone: (213) 688-3791

Source: Fair Employment Practice Commission
Department of Industrial Relations

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